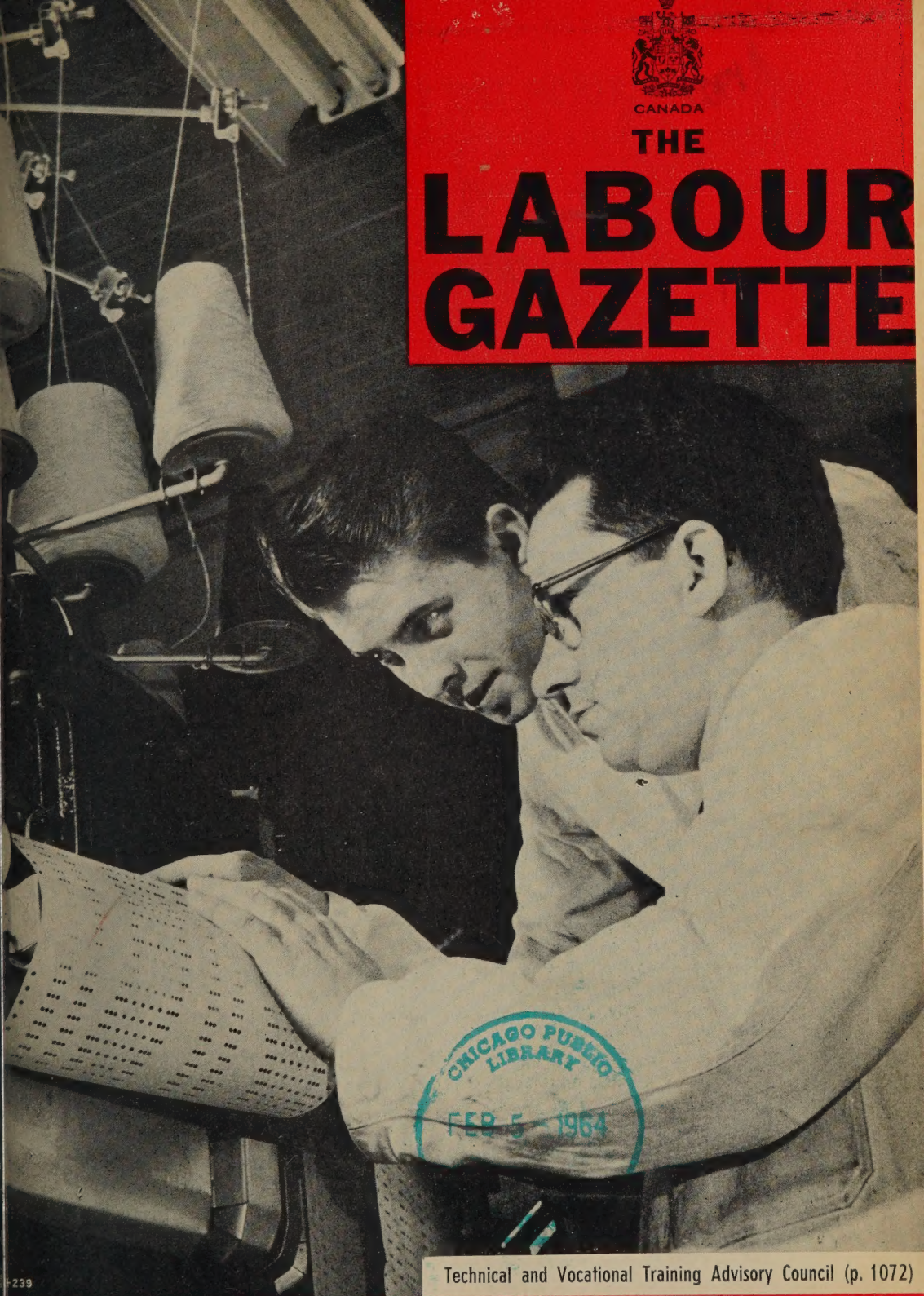
CANADA

THE LABOUR GAZETTE



CHICAGO PUBLIC LIBRARY
FEB 5 - 1964

Technical and Vocational Training Advisory Council (p. 1072)

Published Monthly by the
PARTMENT OF LABOUR
CANADA

Vol. LXIII No. 12

DECEMBER 31, 1963

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance.

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Price 35 cents. Catalogue No. L1-1963

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents. L2-2/1963

Industrial and Geographic Distribution of Union Membership in Canada, 1962 (English or French). Price 15 cents. L32-763

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc.

Price 50 cents. L2-159

Wage Rates, Salaries and Hours of Labour. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance and service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). L2-545

First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $1.30.

Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries (English or French). Price 35 cents. L36-558

Working Conditions in Canadian Industry, 1962. Price 35 cents. L2-1562

Labour Management Research Series

1. *Provisions for Income Security in Canadian Manufacturing Industries.* L2-22/1
2. *Shiftwork and Shift Differentials in Canadian Manufacturing Industries.* L2-22/2
3. *Sickness and Accident Provisions in Canadian Industry.* L2-22/3
4. *Vacations with Pay, 1951-61: An examination of Vacation Practices in Canadian Industries.* L2-22/4

Price 35 cents.

Professional Manpower Reports

1. *Trends in Professional Manpower Supplies and Requirements* (out of print) L2-2001
2. *Immigrants in Scientific and Technical Professions in Canada.* L2-2002
3. *Canadians Studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine,* 1955-56. L2-2003
4. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada.* L2-2004
5. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1958-1960* (superseded by Bulletin No. 8) L2-2005
6. *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada.* L2-2006
7. *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1957.* L2-2007

(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor
R. M. Dyke

Editor, French Edition
Guy de Merlis

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LXIII, No. 12 **CONTENTS** **December 31, 1963**

Accident Prevention and Compensation Branch 1066
50 Years Ago This Month 1067
Notes of Current Interest 1068
New Year Messages 1072
National Technical and Vocational Training Advisory Council 1075
National Advisory Committee on Technological Education 1077
Labour Standards Legislation in 1963 1080
Safety and Health Legislation in 1963 1083
Maritime Unions Trusteeship Act 1090
7th Annual Convention of Ontario Federation of Labour 1093
Ontario Pension Benefits Act 1096
Employment and Unemployment, November 1098
Latest Labour Statistics 1100
Civilian Rehabilitation: Design of Work for the Disabled 1101
Regulations for Older Worker Training Incentive 1102
Women's Bureau: Status of Women in the United States 1103
Collective Bargaining:
Collective Bargaining Scene 1104
Teamwork in Industry 1108
Certification and Conciliation:
Certification Proceedings 1109
Conciliation Proceedings 1115
Canadian Railway Board of Adjustment No. 1 1115
Labour Law:
Legal Decisions Affecting Labour 1120
Recent Regulations under Provincial Legislation 1125
Unemployment Insurance—NES:
Monthly Report on Operation of the Act 1127
Monthly Report on Placement Operations 1128
Decisions of the Umpire 1128
Wage Schedules 1131
Price Indexes 1137
Publications Recently Received in Department's Library 1138
LABOUR STATISTICS 1144

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

72671-1—1

Accident Prevention and Compensation Branch

Work injuries in Public Service reported to Branch totalled 18,082 in fiscal 1963, decrease of 680 from previous fiscal year. Branch settles 17,300 accident claims for $2,659,512

A number of federal Government departments and agencies have been intensifying their efforts to reduce work injuries among their employees, the Accident Prevention and Compensation Branch states in its 11th annual report, for the year ended March 31. The Branch administers the Government Employees Compensation Act.

A total of 63 departments and agencies reported accidents; 27 agencies had none to record during the year.

The number of work injuries reported by federal public service employees during the fiscal year ended March 31, 1963 totalled 18,082, a decrease of 680 from the 1961-62 total. The number of employees covered by the Act was about 227,000.

The Branch settled a total of 17,300 claims. The total cost of all compensation benefits paid from the Consolidated Revenue Fund was $2,659,512. This was an increase of 7.7 per cent over the 1961-62 total.

During the year, 1 employee in every 13 had an accident of some kind, 1 in every 39 had an accident causing loss of time, 1 in every 2,248 had a claim for permanent disability, and 1 in every 14,188 died as a result of an employment-connected accident.

The decrease of 680 work injuries from the previous year did not represent any decrease in the number of accidents in relation to the total, however, because there was a slight reduction in the total employment. The ratio remained the same.

The 18,082 work injuries reported consisted of: 11,237 minor injuries, 2,692 compensation cases, 3,581 injury leave cases, 18 permanent disabilities, 17 fatalities, and 537 disallowed claims.

The sum of $2,659,512 paid from the Consolidated Revenue Fund for compensation benefits did not include the amounts paid to the 10 provincial Workmen's Compensation Boards for their services under the Act; for the calendar year 1962, these amounted to an additional $314,544.

A total of $431,985 was recovered from certain Crown agencies.

Disbursements for settled claims totalled $2,391,437, ($2,758,292 in 1961-62).

The direct costs of accidents in the federal public service for 1962-63 were calculated at $3,691,726. As the indirect costs are believed to average about four times the direct costs, the indirect costs would amount to $14,766,904, making a total of $18,458,630.

The direct costs included the expenses for administration charged by the 10 provincial compensation agencies, the compensation benefits, and the salaries paid in lieu of compensation. The total of $3,691,726 showed that (1) injuries on duty cost approximately $16.00 per person for all employees covered by the Act, (2) the average cost of each minor injury was $13.00. and (3) the average cost of each disabling injury was $435.00.

The total number of actual days lost, excluding waiting periods, was 100,730.

About one third of the $2,659,512 paid in benefits was for hospital and medical costs, and the remaining two thirds was for compensating the income loss of injured or decreased employees. Under the injury leave provisions, salary paid in lieu of compensation was $717,670.

Four large departments accounted for 59 per cent of the disbursements and 62 per cent of the claims; they employed 45 per cent of the persons covered by the Act.

Monthly pensions being paid at the end of the year totalled 1,691. Of these, 1,220 were paid to current and former employees, 263 to widows, and 208 to dependent children of deceased employees.

As part of its accident prevention program, the Branch distributes a series of accident prevention handbooks and leaflets. Material being made available includes English and French editions of *A Guide to Procedure for Reporting Accidents, Safety Manual for Government Departments and Crown Agencies,* and *Accident Prevention Series booklets.* The latter series currently includes 13 titles, from No. 1— *Work Shop Safety* to No. 13—*Material Handling* (L.G., Nov. 1962, p. 1234).

From the Labour Gazette, December 1913

50 Years Ago This Month

Sir William Meredith, appointed by Ontario Government to inquire into workmen's compensation laws in other countries, submits final report, suggests system best suited to Ontario

The final report of Sir William Meredith, appointed by the Ontario Government in June 1910 as a commissioner to inquire into the Workmen's compensation laws of other countries, with a view to applying their experience to Ontario, was presented at the end of October 1913, and was summarized in the *Labour Gazette* of December 1913. The commissioner had "conducted a comprehensive investigation as to the laws in force in the principal countries."

In his report, Sir William made the following general statement:

"There are two main types of compensation laws. By one of them the employer is individually liable for the payment of it, and that is the British system. By the other, which may be called the German system, the liability is not individual but collective, the industries being divided into groups, and the employers in the industries in each group being collectively liable for the payment of the compensation to the workmen employed in those industries—practically a system of compulsory mutual insurance under the management of the state. The laws of other countries are of one or other of these types, or modified forms of them; and in most, if not all of them, in which the principle of individual liability obtains, employers are required to insure against it."

At the beginning of the inquiry, the report said, the representatives of the workmen were in favour of the adoption of the British system. The representative of the Canadian Manufacturers' Association, however, had strongly favoured the German system, and his view was supported by most of the other employers, or their representatives, who appeared before the commission. In the end, the workers' representatives, too, approved this method.

"There were, however, differences of opinion as to details," the commissioner said. "The employers insisted that a part of the assessments to provide for the payment of the compensation should be paid by the employees, and this was vigorously opposed by the representatives of the working men. The employers desired that no compensation should be payable where the injury to the workman did not disable him from earning full wages for at least seven days, and to this the representatives of the working men objected.

"The employers also desired that, as the British Act provides, an employee should not be entitled to compensation if his injury was due to his own serious and wilful misconduct, but the representatives of the working men objected to any such limitation of the right to compensation."

The commissioner said that he had come to the conclusion that a compensation law framed on the main lines of the German law, with certain modifications that he suggested, would be better suited to conditions in Ontario than the British compensation law, or that of any other country.

"It is in my opinion essential that as far as is practicable there should be certainty that the injured workman and his dependants shall receive the compensation to which they are entitled," the commissioner continued, "and it is also important that the small employer should not be ruined by having to pay compensation . . . for the death or permanent disability of his workmen caused by no fault of his. It is, I think, a serious objection to the British act that there is no security afforded to the workman and his dependants that the deferred payments of the compensation will be met, and that objection would be still more serious in a comparatively new country such as this, where many of the industries are small and conditions are much less stable than they are in the British Isles.

"This objection could, of course, be met by making it obligatory upon the employer to insure his workmen against accident to the maximum amount to which they or their dependants would be entitled under the act, but if insurance is to be compulsory I see no reason why the cheapest form of it—mutual insurance—should not be prescribed."

The report then went on to discuss the general plan of a draft bill, the full text of which had been attached to an earlier interim report.

Before Program Begins, 21,500 Apply For House Building Incentive

By November 20, the Department of Labour had received 21,500 applications, covering more than 25,000 dwelling units, under the new Winter House Building Incentive Program (L.G., Oct., p. 862). Announcing this, the Minister of Labour said the program was well assured of success.

To qualify for the incentive, a house had to have progressed no farther than the foundation on December 1.

It was estimated that construction under the applications approved up to November 20 would require 75,000 workers on the construction sites during the four winter months. Another 90,000 workers will be required in the industries that manufacture, transport and sell building materials.

Each approved dwelling unit will qualify for an incentive payment of $500 if it is finished by March 31, 1964, and satisfies the other requirements of the Program. If all of the applications received to November 20 are found to be eligible, incentives would total almost $13,000,000.

Applications for the incentive may be submitted any time during the winter, but the houses must be completed by March 31 to qualify for the incentive payment.

The Winter House Building Incentive Program is designed to create winter employment for workers in the home building industry and allied industries by encouraging builders and prospective home owners to plan their house building for the winter months.

3,777 Applications in First Three Weeks of Winter Works Incentive Program

By the week ended November 22, the Department of Labour had received 3,777 applications from 1,719 local authorities participating in the 1963-64 Municipal Winter Works Incentive Program. A total of 3,626 applications had been accepted.

The program this season runs from November 1 to April 30 inclusive, lasting 6 months instead of the former 7½ months (L.G., Sept., p. 770).

In the first three weeks of last year's program, 1,123 applications had been received and 1,081 accepted.

Based on the November 22, 1963 applications, it was estimated that 83,546 men would be hired during the period of the program and that 3,976,630 man-days of work would be provided.

The estimated cost of the 3,626 approved projects during the period of the program is $172,389,000, and the estimated direct payroll costs are $57,572,000. The estimated federal Government share of the direct payroll costs is $30,336,000.

Quebec leads in the number of participating local authorities with 785, followed by Saskatchewan with 317, and by Ontario and Alberta with 218 and 147 respectively.

Winter Construction Pays Because Of Earlier Occupancy, CCA Finds

Winter construction is profitable because it brings increased revenue resulting from earlier occupancy of buildings, the Canadian Construction Association said last month.

The CCA has long contended that winter construction is both feasible and economical for a business considering a new building or addition. Now it has released the results of a survey to support its contention.

The savings lie in the additional revenue derived from earlier occupancy of buildings. Figures for 106 buildings, valued at nearly $50,000,000, reflected an average extra cost of about 1 per cent, but this was offset "more than two times over by the extra revenues received as a result of earlier occupancy due to not 'waiting for spring' to commence construction," the CCA stated.

To be included in the survey, a building had to be started between September 1 and February 28, and construction had to be carried on continuously throughout the winter.

"The survey results reflect the tremendous advances made in wintertime construction in recent years," the Association declared.

N.S. Labour, Management Jointly Recommend Amendments to Act

At the second Joint-Labour-Management Study Conference at Dalhousie University, on November 18 and 19, certain amendments to the Nova Scotia Trade Union Act were recommended, and in order that these recommendations might be brought before the provincial Legislature, the conference proposed the lifting of the moratorium agreed upon at the first conference a year earlier (L.G., Feb., p. 110).

At the first conference it had been agreed that a moratorium should be placed on appeals for amendments to the Act, and that during the period of the moratorium the parties would themselves explore other avenues to the improvement of mutual relations. The second conference recommended that the moratorium be lifted only for the purpose of placing its recommendations before the Government, and then be imposed again.

Labour delegates to the conference represented the Nova Scotia Federation of Labour and the United Mine Workers, and management was represented by delegates from 10 companies employing some 25,000 workers in key industries in the province.

One of the amendments recommended was that subsection 3 of Section 4 of the Act, which forbids an employer from seeking to prevent an employee from joining a trade union by threats or penalties, should be changed by adding the following: "But nothing in this section shall be deemed to deprive an employer of his freedom to express his views so long as he does not use coercion, intimidation, threats or undue influences."

Another recommendation was that Section 22 should be changed to increase from seven to twenty-one days the period that must elapse from the date on which the report of a conciliation board is received by the Minister before a strike or lockout may be called. The conference suggested that this would allow a longer period for serious bargaining before aggressive economic action was taken by either party.

"Automation's Impact Still Unfolding, Likely to be Extensive"

A new report, *The Impact of Technological Change: The American Experience,* published by the W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich., according to its authors "represents a stock-taking of past research on job displacement." The report is based on 17 studies of job displacement made between 1929 and 1961.

The Foreword to the report points out that "serious public concern with technological unemployment is not a new development in American society. The present excitement about automation and its consequences may have created such an impression."

Technological change is treated in the report as a complex term, and is considered to include: scientific management or time and motion studies, mergers and consolidations, changes in the locations of plants, shifts in product demand, changes in machinery and technology, and automation —using the term in its more precise sense. The authors believe that automation's impact on job content and on employment opportunities is still unfolding but is likely to be extensive.

Among the factors that affect a displaced worker's chances of finding another job, the report says that the consensus of the studies examined places them in order of importance as follows: age, education, level of skill, sex and race. Sex and race are less important than the first three factors, the report says.

Referring to the various methods of helping displaced workers to re-establish themselves in employment, the report says that "retraining can be worth while only if the workers are trained for jobs that exist. To be effective, it must be based on an area skills survey to determine what jobs are available."

Severance pay, the authors find, "is used mainly to relieve the financial burdens of unemployment," rather than to help in getting other employment; and in one case is known to have been a hindrance in doing so. In cases where a company can transfer displaced workers to other plants or operations, this may involve downgrading in skill, reduction in wages, or in the case of transfer to another plant, a loss of seniority rights.

The studies showed that, generally speaking, high seniority in the old job was no help in getting new employment.

The conclusion was reached that the large majority of displaced workers do find other jobs, but that often these are precarious and at reduced wages. Most displaced workers find new jobs through informal rather than through formal methods of job-seeking. General measures for relief of unemployment were found to be more effective for displaced persons than special community efforts.

Economic Advisers Say Automation Doesn't Cause High Unemployment

Automation has not been the cause of high unemployment, according to the U.S. President's Council of Economic Advisers. The Council expressed its view after examining in detail the unemployment figures for the 1948-57 period, and for the period since 1957. It paid particular attention to manufacturing, mining and transportation, usually thought to be the industries in which automation has most affected employment.

The Council's investigation showed that the unemployment rate in the worker classifications and industries affected actually seemed somewhat lower in the second period than would have been estimated from a projection of the 1948-57 figures. If automation were having an effect on employment, the rate should have been higher in the later period.

UIC Withdraws Form Designed to Prove Availability of Applicant

The Unemployment Insurance Commission last month withdrew a form that was intended to overcome difficulties encountered in determining whether or not a claimant for unemployment insurance benefit is available for employment as required by the Act. The form was introduced only on October 28.

The Commission had hoped that the additional information provided through the form would enable an insurance officer to make a firm ruling on the availability question at the time a claim was being made. The form was withdrawn after representations against its use were received.

U.S. Arbitration Board Supports Elimination of Diesel Firemen

A United States federal arbitration board ruled last month that 90 per cent of diesel firemen's jobs in freight and yard service may be gradually eliminated.

The seven-member board was set up last August under a law enacted by Congress that provided that its finding would be binding on both the railroads and the five operating unions (L.G., Sept., p. 773).

The continued employment of firemen that the railroads thought were no longer needed was one of the two issues referred to the board. The other one, the proper size of train crews, was sent back to the individual railroads and unions for negotiation and arbitration.

The award specifies that the reduction of firemen's jobs must be accomplished by attrition, i.e., new firemen will not be hired for jobs when the men now holding them retire, die, quit or are discharged for cause.

Firemen with 10 or more years of service are protected in their present jobs. Those with more than two but less than ten years service will retain their job rights unless offered other employment at comparable pay.

The award will be binding for two years, after which the terms will be subject to negotiation.

Prominent in ILO and TUC, Sir Alfred Roberts Is Dead

Sir Alfred Roberts, CBE, a former Chairman of the British Trades Union Congress and former Workers' Vice-Chairman of the Governing Body of the International Labour Organization, died last month. Sir Alfred was TUC fraternal delegate to the Canadian Labour Congress in 1958.

Sir Alfred joined the Amalgamated Association of Card, Blowing and Ring Room Operatives in 1915 and became its general secretary in 1935. He was elected a member of the TUC General Council in 1940, and became Chairman in 1950.

Beginning in 1948, he attended International Labour Conferences as British Worker Delegate and was a member of the ILO Governing Body, Chairman of the Workers' Group and Workers' Vice-Chairman.

H. A. "Pat" Shea

A man who had served as a member of the executive of labour federations on both coasts, H. A. "Pat" Shea died last month at his home in Halifax, N.S. At the time of his death he was employed at HMC Dockyard, Halifax.

He began his labour career during the war when he was elected president of the electrical workers local at Halifax Shipyards Limited. He then became an AFL organizer in Nova Scotia and later a CLC representative in British Columbia.

Between 1943 and 1948, Mr. Shea served on the executive of the British Columbia Trades Union Congress. For a number of years he served also on the executive of the Nova Scotia Provincial Federation of Labour, and was for many years President of the Halifax and District Trades and Labour Congress.

Kit on Mental Health Services Guides, Counsels on Careers

To help alleviate the serious shortage of qualified personnel in mental health services, and to acquaint young people with training courses leading to professions in this field, the Canadian Mental Health Association has prepared a comprehensive kit, *Mental Health Careers Information.*

Basic information on mental health and mental illness, as well as data on occupations such as clinical psychologist, nurse, aide or attendant, psychiatrist, social worker and occupational therapist, are included. The kit also contains information for guidance counsellors, a list of films on careers in mental health work, and several brochures describing employment opportunities, published by the Department of National Health and Welfare.

The kit is available at $1.00 from The Canadian Mental Health Association, 52 St. Clair Ave. East, Toronto 7, Ont.

Workshop Discusses Women's Role In African Development

The Economic Commission for Africa (ECA) has been asked to pursue its research work on the role of women in urban development in Africa. This is one of a number of recommendations covering all phases of women's participation in economic and social development in Africa made by a workshop held at Lagos, Nigeria, under the sponsorship of ECA. The report of the workshop was released last month.

Some 50 African women outstanding in education, medicine and government discussed a number of papers that described in various ways the impact upon the socio-economic structure of traditional family life in Africa of the rise in numbers of women living in cities. On the participation of women in commerce and industry, the meeting recommended that pertinent ILO Conventions should be ratified by all African Governments, particularly in regard to the principle of equal pay for equal work.

Governments should also follow ILO training patterns to facilitate women's participation in industry, should increase contacts between schools and employers and should extend credit facilities to women. The meeting noted the need for creches for the children of working mothers.

It was agreed to ask the United Nations, through the ECA, to draw the attention of Governments to the Universal Declaration of Human Rights, and the statement that everyone is entitled to all the rights and freedoms set forth in it "without distinction of any kind such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status."

In Parliament Last Month

(page numbers refer to Hansard)

The resolution preliminary to introducing Bill C-105, to amend the Technical and Vocational Training Assistance Act, was moved by the Minister of Labour on November 15 (p. 4782). The measure provides for: an increase in the federal contribution payable to the provinces in respect of costs of allowances for training unemployed persons from 75 per cent to as much as 90 per cent by agreement with the province concerned; an increase in the federal contribution toward the cost of training persons employed in industry from 50 to 75 per cent; an extension of the period during which federal contributions to the provinces toward the cost of capital expenditures on training facilities will be 75 per cent; and an increase from 23 to 28 in the number of members of the Technical and Vocational Training Advisory Council. After some debate, the bill was introduced and given first reading (p. 4789). On November 18, after lengthy debate, the bill was read the second (p. 4896) and third time (p. 4899).

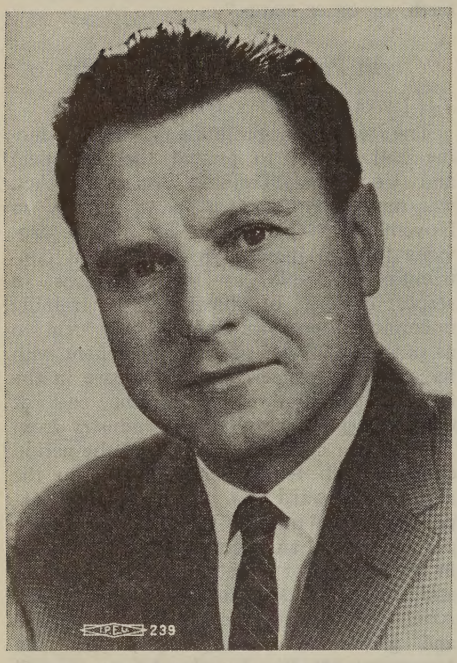
Announcement of the Government's intention to seek authority for an increase in Canada's assistance to less developed countries by $70,000,000 in 1964-65 was made November 14 by the Secretary of State for External Affairs (p. 4717). Actual expenditure in 1964-65, the Minister said, could not be exactly forecast; but, with expenditure in the present fiscal year at $120,000,000, it was expected to be between $180,000,000 and $190,000,000 next year.

The Minister of Justice announced on October 31 that a charge had been laid in Montreal against Hal Banks, President of the SIU of Canada, for conspiring to commit an assault occasioning bodily harm, and that other charges against Mr. Banks and certain other officers of the union, arising out of the Norris report, were being considered by the special counsel appointed by the Government to consider the evidence in connection with the report (p. 4215).

The Minister of Labour, on November 5 during a debate on supply, in reply to criticisms of the Government's policy in the matter, gave an extensive review of the unemployment situation and the measures taken by the Government to deal with it (p. 4401-4406).

NEW YEAR MESSAGES

The Minister of Labour



Hon. Allan J. MacEachen

We are entering 1964 with encouraging evidence of continued improvements in the economy.

Unemployment, as last reported, is lower than it has been for several years, and production, employment and incomes have all risen substantially, with only a modest increase in prices. Since this expansion has been broadly based, the benefits are being shared by most industries and most parts of the country.

Although the problem of unemployment is still a serious and disturbing one, it is being attacked on many fronts. There is reason to believe that improvement will continue over the coming months.

One of the most important factors in the improving employment picture during recent months has been the marked rise in our exports. At the same time, at home, increasing confidence in the economy has been reflected by a step-up in capital outlays on plant and machinery, which during the second quarter of the year reached the highest annual rate since 1957, further strengthening the base for the development of new employment.

By September, the average weekly earnings of non-farm workers were 3 per cent higher than the year before, and retail sales were running about 6 per cent higher.

Late in the year, when employment traditionally falls off with the coming of cold weather, the building and allied industries received a new impetus with the introduction of the Government's Winter Housing Incentive Program. The program has been well received, and applications are continuing to be made in all parts of the country for the incentive payment of $500 available on houses built mainly during the winter months. Along with action being taken by employers, unions, governments and citizens generally, this and other special measures are this year proving convincingly that with determined, co-ordinated and imaginative effort, a substantial reduction can be made in winter unemployment.

Admittedly there were serious industrial relations problems to be faced during the year, the most notable of which involved our inland shipping and culminated in the appointment by the Government of a trusteeship of maritime transportation unions. There is no doubt, however, that the absence of any widespread work stoppages contributed greatly to the economic advances of 1963.

During the year, collective agreements covering hundreds of thousands of worked were concluded without any lost time, and during the first nine months of the year less than one tenth of one per cent of the total working time was lost through industrial disputes.

(*Continued on page 1107*)

Claude Jodoin, President
Canadian Labour Congress

We stand at the gateway of a year of great opportunity. Seldom have Canadians been confronted with such challenges. Yet, on every hand, we face new avenues which may lead us to a better life for all.

This is particularly true in the area of labour-management relations, in which our organizations and membership have a very basic interest. The year 1963 brought with it proof that many of the quick assumptions about automation and other major technological changes were unfounded. Experience has now clearly shown that when men are replaced with machines their services are not automatically required in other work. It does not follow, however, that automation is, therefore, necessarily an evil. Our rapidly expanding scientific and technical knowledge can be the means of providing material goods in much greater abundance. The true benefits will only be gained, however, if we apply equal skill to assuring their fair distribution.

Labour is not alone in its concern about the application of these methods. Unemployment—quite apart from the price in human suffering which is its greatest cost—depresses the entire economy. Vastly expanded means of production have little meaning if there are no customers to buy the products.

This is a challenge which confronts us as a people. It calls for original thinking and for courageous action. This is a situation in which new degrees of co-ordination between labour, management and government are required. We are hopeful that the newly-established Economic Council of Canada may be able to make an important contribution in this regard.

Canada itself has arrived at a time of testing. Two historic cultures have mainly provided the base on which our country has developed and expanded. This base must be maintained. The period as we approach Canada's centenary is an appropriate one for re-assessment. We have grown to world stature as one country, we must continue to grow as one country. During the past year there has been, I am sure, an awakening from one end of the country to the other to the need for reviewing the ties between the peoples of these two cultures, and of remedying inequalities which may have developed over the years. This is a task which we must face squarely in the year ahead.

We must have a Canada which unites all our people, regardless of their race, colour or creed; and Canadian workers can make a great contribution to this objective.

The opportunities of 1964 will by no means be restricted to matters within our own boundaries. Internationally we are in a period of great transition. During the past year there has been a marked easing of many of the tensions we have been experiencing, although the fundamental problems remain. During the same period many world figures who have provided leadership have left the scene. It would be difficult to let the year end without making particular reference to the untimely death of President John F. Kennedy.

But time never stands still; and we must move forward with time. I hope and pray that we may carry into 1964, from the season we have just observed, the spirit of peace and goodwill to all mankind.

Jean Marchand, General President
Confederation of National Trade Unions

(Translation)

The hundreds of thousands of Canadians out of work, the seamen's dispute, the agreement on the stock-piling of nuclear arms in Canada, our non-interference in the racial conflict in South Africa, the federal assistance to older workers, the incentives to home building, the establishment of an Economic Council, the tension between our two main ethnic groups, the unexpected and profitable sale of our wheat to the Communist countries, have all been subjects of discussion and debate during the year. The balance sheet shows both credits and debits.

The year has generally brought some improvement to labour, even though the country's economic policy is still ill-defined and we are wondering what will happen when our wheat remains in our elevators. Full employment still remains a remote ideal out of our reach.

72671-1—2

Serious problems have arisen in our relations with the United States at the time of Mr. Gordon's budget and the seamen's dispute and there again we have not yet found a satisfactory solution.

How long must we wait to have a universal and portable pension plan and a health insurance plan?

We are well aware that we cannot do everything at the same time or in a single year, but we would like very much to know about future projects, priorities, urgent needs, etc.

Let us home that the newly established Economic Development Council will inform us of its projects as soon as possible and hasten our common consciousness of Canada's economic problems.

To all Canadian workers the rapidly expanding Confederation of National Trade Unions offers its fraternal greetings and the assurance of its maximum participation in the struggle for peace, prosperity and freedom. To all who share its convictions and believe in its objectives, it extends its friendly greetings.

J. A. Huneault, Chairman
National Legislative Committee
International Railway Brotherhoods

The National Legislative Committee of the International Railway Brotherhoods, composed of the elected Canadian Grand Officers of the Brotherhood of Maintenance of Way Employees, the Brotherhood of Locomotive Firemen and Enginemen, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers, the Brotherhood of Locomotive Engineers, Division No. 4, Railway Employees' Department and the Brotherhood of Railroad Signalmen, again welcomes this opportunity to extend to its members and their families and to all Canadian workers sincere best wishes for health, happiness and prosperity during the coming year.

We have consistently advocated, through our annual presentation to the Federal Government, our proposals to improve laws beneficial not only to the people we represent but to the Canadian people in every walk of life.

A National Transportation Policy in which railways, airways, interprovincial trucking, pipelines and waterways are involved should be co-ordinated in order that transportation services would be regulated to suit the interests of all Canadians.

We are viewing the rapid introduction of technological and automated changes in the fast moving economy of our country. Realizing this change to be a necessary part of our economic growth, we believe the responsibility for the displaced worker, and the social and financial implications are the responsibility of society as a whole.

Having advocated a national health insurance plan for many years, we still look to the future for our country to adopt this means of taking care of the health of all Canadians.

It is significant to note that a Canada Pension Plan is to be brought before Parliament early in 1964. We wholeheartedly endorse the principle of a national pension plan and urge that such a plan be implemented without delay.

Highway-railway level crossing accidents have been the concern of our committee and the workers we represent. Level crossings which are known to be hazardous should be protected manually and/or by signal devices.

The record wheat crop and the huge sales effected is gratifying to all Canadians. The delivery of it will be a challenge to our transportation services, and railway employees will co-operate to the fullest in the tremendous movement of grain.

We support the railways in their effort to capture the passenger traffic in their announced new fare rates. We hope this will contribute to a new era of rail transportation passenger service.

Although there still remains signs of unrest in the world, both in the government and labour circles, I believe we should approach the new year with courage, optimism and confidence that through sincere efforts on the part of all, the problems confronting the peoples of the world can be successfully negotiated and resolved.

To all trade union members and their families and the people of Canada may I again extend our best wishes for a Happy New Year.

Sixth Meeting, National Technical and Vocational Training Advisory Council

Recommends substantial increase in allotment for operating costs of vocational high schools, establishment of manpower research program, exhaustive study of apprenticeship training

The National Technical and Vocational Training Advisory Council, at its sixth meeting, held in Ottawa on November 14 and 15, recommended amendment of the current agreement under the Technical and Vocational Training Assistance Act to provide for a substantial increase in the annual allotment for operating costs of vocational high schools (Program 1).

The Council adopted also a report on manpower research that proposed a many-faceted program.

In other action, the Council:

—Recommended that an exhaustive study be undertaken of the entire apprenticeship training field.

—Passed a recommendation that a member of the Council should be made a member of the new Economic Council of Canada.

—Discussed the possible reconstitution of the Council and decided to reconvene a special committee to suggest changes in relationship with pending legislation.

Dr. G. Fred McNally, Chairman of the Council and former Chancellor of the University of Alberta, presided. Dr. W. R. Dymond, Assistant Deputy Minister, Department of Labour, welcomed the Council members on behalf of the Minister and the Deputy Minister of Labour, who were not able to be present.

In his brief speech to the Council, Dr. Dymond pointed out that new legislation for financial assistance to the provinces under the Act was before the House of Commons. He reviewed some of the training programs under the federal-provincial agreements under the Act and emphasized the importance of encouraging and promoting the training of the unemployed.

He noted that the Apprenticeship Training Agreement was coming up for renewal in the next two months, and that the renewal was intended to run until 1967.

In his opening remarks to the Council, Dr. McNally expressed gratification with the capital construction projects under the Act, and was particularly impressed with training facilities in Western Canada that he visited during recent months while taking the place of the Minister of Labour or the Deputy Minister at official school openings.

Operating Costs under Program 1

W. D. Mills, Director of Vocational Education, Department of Education, Nova Scotia, and Chairman of the Council's Subcommittee on Program 1 (Vocational High School Training), presented a resolution asking for substantially increased contributions by the federal Government toward operational costs of vocational high schools.

This topic engendered considerable discussion as to the basis on which the federal contributions were to be made or recommended: contributions according to the number of students, lump sums for the various provinces, or a percentage of operating costs—but on an increased rate than heretofore.

The resolution that was finally adopted read as follows:

Whereas economic development of Canada depends in great measure on the competence, flexibility and adaptability of its labour force; and

Whereas Program 1 contributes substantially to this competence, flexibility and adaptability by providing not only training for entry into employment but also the basic background for future training of the individual and thereby lessens expenditures otherwise necessary for Basic Training for Skill Development as well as for retraining; and

Whereas, notwithstanding the considerable expansion of Program 1 in some provinces there is evidence that the "limited" federal assistance to the operational costs of Program 1 is restricting the development of Program 1 in many provinces; and

Whereas the Agreement provides assistance toward the capital expenditures for vocational high schools on the same basis as for other technical or vocational schools;

Therefore be it resolved that Council recommend: (1) that the present Agreement be amended to provide a substantial increase in the annual allotment for the operating costs of Program 1; and (2) that as soon as practicable, the Agreement be amended further to provide that the federal Government contribute to Program 1 as it contributes to Programs (2 [Technician Training] and 3 [Trade and Other Occupational Training].

Research on Manpower Requirements

Much discussion took place also on the urgent need for more research and for more compiling of statistical information on Canada's manpower requirements and the training programs. Dr. Dymond pointed out that a research capability already existed

72671-1—2½

in the Economics and Research Branch of the Department but that a strengthening of it and other research or statistics agencies was desirable. It was largely a matter of obtaining the additional qualified staff that was required for undertaking more or new work, he said.

Dr. McNally thought that a research body in each province would be very helpful. Council members believed that regional research was very important, that it should be carried out in all provinces, and that the findings from all sources should be taken into account to assess and assist labour mobility, for example. It was pointed out that the new Economic Council would be intended to engage in such research, and that overlapping should be avoided.

There was extensive discussion on the resolution with this subject presented by J. A. Doyle, Director of Vocational Education and Regional Director, Canadian Vocational Training, Department of Education, Saskatchewan. Mr. Doyle pointed out that his subcommittee was recommending that all results should be published so as to be generally available.

A report on some of the statistical manpower research carried out by his Branch was given by J. P. Francis, Director of the Economics and Research Branch, who also outlined some of the difficulties in estimating or projecting future manpower demands.

The recommendation on research that was adopted was:

To provide stimulation and direction to and co-ordination of manpower research, the committee believes that:

1. A manpower research facility should be established or strengthened in each province, and in the federal Government either as a division of existing research facilities or as a separate and distinct facility.

2. These facilities should be staffed by personnel who are competent to conduct research in areas indicated.

3. A federal-provincial committee on the planning and co-ordination of manpower research should be established. The responsibilities of this committee would include:

(i) To recommend regarding the conduct and co-ordination of manpower research;

(ii) To recommend regarding the publication and distribution of a manpower research bulletin designed to provide effective communication between those responsible for manpower and those who utilize the findings of such research.

Apprenticeship

The Council discussed apprenticeship training at some length and decided that it should be examined thoroughly with a view to its present and future effectiveness and acceptance. Among other things, it was pointed out that there were numerous trainees in industry that were not registered as apprentices with the provincial Departments of Labour, and that apprenticeship training was only one route among several for achieving the required skill in a trade.

The question arose as to why more of the persons training in industry were not a part of the regular apprenticeship system, and one answer was that many of them did not come within the designated trades under which apprentices must be registered with a provincial Department of Labour. William Hurd, apprenticeship training specialist, Technical and Vocational Training Branch, outlined some of the conditions and "rigidities of the past" that had been inherited in the apprenticeship system and could not be ignored or eliminated on short notice.

B.F. Addy, Director of Vocational Education and Regional Director, Canadian Vocational Training, Department of Education, Manitoba, urged that those concerned should take a look at Canadian apprenticeship to see whether it really fills the needs of today.

As the Council has its own committee dealing with this training program—the Apprenticeship Training Advisory Committee—the Council, adopting a motion by Max Swerdlow, Director of Education, Canadian Labour Congress, recommended "that the national Apprenticeship Training Advisory Committee, in co-operation with appropriate Government departments, make a study of the whole field of apprenticeship training in Canada, with particular attention to programs, numbers, and related problems."

Structure of Council

While discussing proposed changes in the organization of the Council, the members also dealt with the relationship that the Council could be expected to have with the new Economic Council of Canada. Members believed that the National Technical and Vocational Training Advisory Council should be represented on the Economic Council, and passed a recommendation that the Minister of Labour request the federal Government to appoint a member of the Advisory Council to be a member of the Economic Council.

Training of the Unemployed

A report of the committee on training for the unemployed, presented by its chairman, Max Swerdlow, said that if the committee were to serve a further useful purpose "it must now broaden its horizons, attempt to reach farther afield for advice and co-operation, and consider the subject in the context of adult training and retraining at all levels." The committee was set up in May 1961.

The committee therefore recommended:

—That the Minister of Labour be requested to convene, at an early date, a meeting of recognized leaders of management, labour, economic and other groups which would consider the training problems of the unemployed and express their views regarding the means by which new programs for the solution of these problems may be established in co-operation with such groups and organizations.

—That a comprehensive statement be prepared for such meeting by the special committee on training for the unemployed and the Training Branch in order to provide background information relative to the existing adult training programs with particular emphasis on Program 5.

—That the committee on training for the unemployed be enlarged by the addition from Council of a representative of management and of the National Employment Service and and that the NES be invited to participate in future meetings.

—That the terms of reference of the committee be broadened to include the study of all adult training, retraining and upgrading so that full consideration may be given to the *prevention* of unemployment through training and to the proper co-ordination of training for the unemployed with other adult vocational programs established in schools or industrial settings.

The recommendation was approved by the Council.

Report of the Training Branch

During the past two months there have been more "official openings" of projects under the capital assistance program than in any similar period in Canada's history, said C. R. Ford, Director, Technical and Vocational Training Branch, in a report to the meeting.

By September 30 this year, 530 projects valued at $524 million had been approved. The federal share amounted to approximately $331 million.

Although 56 capital projects were approved during the past year, since March 31 only 17 new projects have been approved. And the increase in the estimated total cost has been only $16 million, from $508 million to $524 million.

Mr. Ford reported also that by June 30 this year, 8,543 candidates had written interprovincial examinations; 7,205 red seals had been issued in six trades. Apprentices who successfully pass a nation-wide examination in a trade are issued a certificate bearing a special red seal that is recognized in all provinces as proof of trade proficiency.

3rd Meeting, National Advisory Committee on Technological Education

Recommends that gathering of data be co-ordinated in order to evaluate and assist technological education. Proposes use of two designations for graduates of institutes of technology

A co-ordinated program to gather the data essential for the determination of Canada's needs in the technological field and for the development of curricula and training facilities to meet those needs was urged by the National Advisory Committee on Technological Education in a resolution adopted at its third meeting, held in Ottawa on November 13.

Serious consideration should be given, the Committee suggested, to the possibility of making full use of the specialists now available in the Department of Labour and other departments.

And the priority of the research projects to be undertaken should be established by the National Technical and Vocational Training Advisory Council.

In another resolution the Committee moved that the abbreviation "Dipl. T." (Diploma of Technology) be used after the names of institute of technology students who graduate from science or engineering courses, and the abbreviation "Dipl. A.A." (Diploma of Applied Arts) for graduates of other courses.

This recommendation followed discussion of the proposal made by the admin-

istrators of institutes of technology at their meeting in October that the designation "D.T." or "Dip. T." be used (L.G., Nov., p. 967).

Other recommendations were that:

—Certificates be issued to students completing technological courses of lesser duration than the minimum 2,400 hours specified by the Committee at its second meeting, in January, and that such certificates be descriptive of the type and duration of course completed. (A report on the second meeting appeared in the March issue, p. 208.)

—Consideration be given for a designation to indicate the completion of studies beyond the institute of technology diploma.

Dr. Garnet T. Page, General Secretary, Engineering Institute of Canada, presided over the meeting. Dr. G. Fred McNally, Chairman, National Technical and Vocational Training Advisory Council, to which the Committee reports, was also present.

In briefly addressing the meeting, Dr. McNally said there were now 35 institutes giving technological training, that is, on the post-high-school level. These 35 are the only ones out of a total of 39 schools that give training that can be classified as technological.

The chairman said that technological education "represents the best course of study for many people," that it must be accorded due recognition, and that efforts must be expended to make it better understood generally.

G. F. Vail of the Technical and Vocational Training Branch, who is Executive Secretary of the Committee, reviewed the qualifications required of institute of technology staffs.

Need for Co-ordinated Data Gathering

The Committee discussed at length the need for co-ordinated data gathering to determine Canada's manpower needs in the technological field, also the needs in the development of curricula and training facilities.

Max Swerdlow, Director of Education, Canadian Labour Congress, asked whether the Committee was satisfied that institute of technology training as now given was meeting the requirements of industry, and whether graduates were obtaining jobs and were progressing reasonably well at work. In other words, how could the effectiveness of the training be evaluated.

He believed that the co-ordinated gathering of data—in the provincial as well as federal fields—was extremely urgent and important to assure technological training progress and effectiveness. This was particularly important, as many of the institutes were new and were undertaking their work for the first time.

It was moved by Leo Nadeau, Executive Secretary, Canadian Council of Professional Engineers, and seconded by Mr. Swerdlow, that the following recommendation be adopted:

This Committee urges the National [Technical and Vocational Training Advisory] Council to continue to impress forcefully on the authorities of the Department of Labour the serious and urgent need for the gathering of data which is essential for the determination of the needs of the nation concerning manpower in the technological field and related development of curricula and training facilities.

The Committee suggests that serious consideration be given to the possibility of making full use of the various specialists now available both within various branches of the Department of Labour and within other Departments, to work under a co-ordinator or co-ordinating committee on each of the specific research projects required and by order of priority to be established by the National Council.

The Committee further recommends that Dr. McNally endeavour to arrange a meeting of chairmen of Council subcommittees with the Minister of Labour for the purpose of discussing the whole problem of research in manpower training.

The Committee adopted the resolution.

Designations and Standards

Discussing a suitable title and abbreviation that could be adopted for use across Canada to identify graduates from an institute of technology, and one that would be generally acceptable and have the same meaning in both the English and French languages, the Committee resolved to recommend two different types of designations instead of just one.

The Committee adopted, for recommendation to the National Council, the abbreviation "Dipl. T." for Diploma of Technology, for use after a graduate's name. This would apply to graduates of courses relating to engineering or science. For all other institute of technology courses, the Committee adopted the designation "Dipl. A.A." for Diploma of Applied Arts. The administrators of technology, who met about a month earlier, had adopted a single designation: "D.T." or, optionally, "Dip. T."

In French, Dipl. T. would be read as *Diplôme des Studes Techniques en . . .* (followed by the name of the course taken, which practice could be followed in English also, if desired), and Dipl. A.A. would stand for *Diplôme des Etudes en Arts Appliqués.*

The Committee also recommended that certificates (and this does not refer to certification of technicians) be issued to graduates of institute of technology courses of lesser duration than the minimum 2,400 hours that the Committee had earlier adopted as a criterion. It was stressed that such certificates be fully descriptive of the type of course taken and of its duration.

Discussion also ensued over the possible future necessity of adopting additional designations—a type of "higher diploma" might be issued for studies and training going beyond the 2,400 hours of institute of technology training.

During a discussion of the necessity that technological education and training be better understood by the public and others, it was pointed out that the Civil Service Commission of Canada did not seem to be aware of the higher education programs now more generally available, judging from the texts of recent advertisements for "technicians."

Among additional business and discussions, the Committee dealt with the interrelation between institutes of technology and universities (it re-affirmed its stand that curricula for institutes of technology should not be designed to provide university entrance or university course credits, as this was an entirely different type of education); it discussed the responsibility of industry and of the institutes to assist instructors to remain up to date; and it again stressed the necessity of industrial experience as an instructor's qualification.

Reporting on post-high-school technical education, G. F. Vail, Technical and Vocational Training Branch, Department of Labour, stated that by 1966, the output of technician graduates from institutes of technology should reach an estimated 4,000. In 1963, about 6,600 students were graduated from science-based faculties of Canadian universities, and as it is generally recognized that one or more technicians are required for every one of these university graduates, the current number of graduating technicians is insufficient.

It was apparent, said Mr. Vail, that the curricula of institutes of technology across Canada varied widely—from "highly theoretical curricula without regard for shop training to curricula that are very difficult to differentiate from the trades." For this reason, he urged that "curriculum research and synthesis or development be advanced."

An enrolment increase of 23.6 per cent from a year earlier in post-secondary-school courses for technicians is reported by the Dominion Bureau of Statistics in a special statement titled "Institutes of Technology, Full-Time Day Enrolment as of October 1963." This compares with gains of 4.3 per cent in 1962, 18.2 per cent in 1961 and 14.0 per cent in 1960.

Students enrolled in 35 Canadian institutes of technology in eight provinces (Prince Edward Island and British Columbia are not included) numbered 14,094 at the beginning of the 1963-64 academic year.

The pronounced enrolment increase in the 1963-64 academic year was due mainly to the opening of eight more institutes of technology; increased enrolment in existing institutes also contributed. It is expected that enrolment will increase substantially in the next few years as present facilities begin to operate at their designed capacity, and as new institutes, presently under construction, open their doors. Construction has been stimulated across the country by the provisions of the Technical and Vocational Training Assistance Act of 1960.

Ontario General Contractors Press For Recommendations on Training

The Ontario General Contractors Association at the end of October wrote the Ontario Minister of Labour suggesting that the following recommendations, requested in its earlier brief and in the Select Committee's Report on Manpower Training, be implemented:

—Compulsory certification of tradesmen.

—Pre-apprenticeship training for drop-outs and unemployed.

—A credit system for vocational school students.

—A multi-trade apprenticeship program.

—An extension of apprenticeship to building trades that might not currently be covered under the Act.

—Consideration of a transfer of the apprenticeship administration to the Department of Education from the Department of Labour.

Labour Standards Legislation in 1963

Among provinces introducing new labour standards provisions in 1963, Ontario and Newfoundland make most extensive changes

During the 1963 sessions of the provincial Legislatures, new labour standards provisions were introduced in a number of provinces, the most extensive changes being in Ontario and Newfoundland.

Ontario passed the Public Works Creditors Payment Act, 1962-63, strengthened the Minimum Wage Act and the Wages Act, and amended the hours provisions of the Fire Departments Act.

Newfoundland enacted the Industrial Standards Act, 1963, which provides for the setting of minimum standards in industries, and replaced its shop-closing legislation by a new Act, the Hours of Work Act, 1963, which limits working hours in shops.

Manitoba raised the school-leaving age and also amended its Fair Wage Act.

The child labour provisions of the Alberta School Act and the New Brunswick Fair Wages and Hours of Labour Act were also amended.

MINIMUM WAGES

In Ontario, the Minimum Wage Act was amended to make the legislation more flexible and to strengthen the enforcement provisions. The Industry and Labour Board was given authority to fix minimum wages on an hourly basis, rather than on a weekly basis, as has been the custom.

Another amendment made it clear that tips or other gratuities are not to be counted as wages. (A magistrate's decision that tips were not wages within the meaning of the Minimum Wage Act was reversed in the Ontario High Court on April 5, while the bill was being debated. In this case, *Regina v. Duffy's Tavern (Hamilton) Ltd.*, 39 D.L.R. (2d), p. 126, the judge ruled that, since the Act as it then stood contained no definition of or reference to tips, they could be included when calculating wages for purposes of the Act.)

A new enforcement provision, which had been recommended by the Royal Commission on Labour-Management Relations in the Construction Industry, gave the Industry and Labour Board, which administers the Act, express authority to investigate and take remedial steps in connection with co-operative, profit-sharing, joint contract and partnership schemes or other undertakings that may be designed to defeat the purpose of the Act.

Another new provision designed to improve enforcement procedures empowered the Board to file a magistrate's order to pay arrears of wages in a division court, thereby making it enforceable as an order of that court. A similar provision was added last year to the Hours of Work and Vacations with Pay Act.

The minimum fine for offences was increased from $10 to $25.

INDUSTRIAL STANDARDS AND FAIR WAGES

Newfoundland

The Newfoundland Industrial Standards Act, 1963, which went into force on August 6, 1963, is similar to legislation in effect in Alberta, New Brunswick, Nova Scotia, Ontario and Saskatchewan. It provides for the establishment of minimum standards in an entire industry or in a specified sector of an industry as the result of recommendations made at employer-employee conferences.

Industrial standards schedules will not, however, prevail over other legislation setting higher wage rates or more favourable working conditions, nor will they apply to employees of the provincial government or its agencies.

The procedure for the establishment of minimum standards in an industry or area is similar to that in the five other provincial acts of the same name. Upon the petition of representatives of employers and employees in the industry concerned, the Minister of Labour may convene a conference of employers and employees to investigate and consider the conditions of labour and the practices prevailing in the industry, in order to negotiate standards for the industry as a whole or for a particular zone or area.

The conference may submit in writing a schedule of hours and days of labour, minimum rates for regular working periods and for overtime work, holidays, classification of employers and employees, and definitions of terms.

If the Minister is satisfied that a schedule has been supported by a proper and sufficient representation of employers and employees, he may approve it and recommend that the Lieutenant Governor in Council declare the schedule in force, in which case it will be legally binding upon all employers and employees in the industry and zone specified.

Once approved, an industrial standards schedule will remain in force until revoked. The procedure for having a schedule amended or rescinded is similar to that when a schedule is first adopted. After a schedule has been in force three years and no conference has been called to consider amendments or repeal, the Minister may, on his own initiative, recommend the repeal of the schedule.

As in other jurisdictions, provision is made for the appointment of industrial standards officers to conduct inquiries and make inspections. These officers will have the same powers as a commissioner under the Public Enquiries Act.

Advisory committees are also to be appointed to hear complaints and assist in the enforcement of the legislation. Appointed at a conference of employers and employees, an advisory committee will be composed of at least four persons equally representative of the employers and employees covered by the schedule.

An employer or employee who feels aggrieved by a decision of an advisory committee may appeal to the Minister, whose decision is final and binding.

Penalties are provided for contraventions of a schedule, and there is a general penalty for a violation of the Act or regulations. In addition to paying a fine, an employer convicted of violating a provision of a schedule is also required to pay any wages owing; if he defaults, the amount owing may be recovered by distress at the instance of an industrial standards officer. The employer must also give an employee any holiday to which he is entitled or pay in lieu of holidays, if the employee so agrees.

A prosecution may not be instituted without the consent of the Minister and must be commenced within one year after the alleged offence.

The Act also includes recovery provisions similar to those in effect in Saskatchewan, which permit an employer to make voluntary restitution of wages owing to an employee. If an industrial standards officer finds that an employer has failed to pay the prescribed wages, he may determine the balance owing and, if the parties concerned agree as to the amount, the employer must transmit it within two days to the Deputy Minister of Labour, who will pay the money to the employee. If an employee cannot be located, the money will be placed in a special account and, if not claimed within two years, will become part of the Consolidated Revenue Fund. An employer who complies with this provision is not liable to prosecution.

Manitoba

The Manitoba Fair Wage Act was amended with respect to coverage. This legislation, which is similar in principle to the industrial standards legislation of the other provinces, had applied to public construction work throughout the province authorized by the Minister of Public Works, and to private construction work costing more than $100 carried on in Greater Winnipeg or in places with a population of over 2,000.

The amendment reduced coverage in the private sector, so that the Act now applies only to private construction work in places with a population of over 5,000. As a result, construction employers in the smaller centres are no longer required to pay the wage rates or to observe the weekly hours fixed by the annual Fair Wage Schedule.

New Brunswick

In New Brunswick, a clarifying amendment to the Fair Wages and Hours of Labour Act gave the Lieutenant Governor in Council express authority to issue regulations establishing the minimum rates of wages for overtime work on provincial government construction contract work.

A fair wage clause was also inserted in the revised Highway Act of New Brunswick. It stipulates that every government highway contract where labour is to be performed must contain a fair wage schedule made under the Fair Wages and Hours of Labour Act.

WAGE PROTECTION

Ontario

As well as strengthening its Minimum Wage Act, the Ontario Government passed two other wage protection measures. It replaced the Public and Other Works Wages Act by the Public Works Creditors Payment Act, 1962-63, which is designed to ensure that persons who supply labour, materials or services to a contractor with a provincial government contract are paid in full, and it amended the Wages Act to make it obligatory for employers to give employees earnings statements every pay day.

The Public Works Creditors Payment Act, which went into force on September 1, permits the Ontario Government to pay any creditors and deduct the amount paid from money due the contractor. If a contractor (the term is defined to include a subcontractor) fails to pay a creditor, and a claim is filed within 90 days after the last day on which labour, materials or services were provided, the Crown may,

after giving notice, pay the claimant the amount settled upon and deduct the sum so paid from any moneys due the contractor or from securities deposited to ensure performance of contract. If there is not sufficient money to cover the amount paid to the creditor, the bonding company, if any, must make up the deficiency.

Every contractor is now obliged to post in a conspicuous place on the public work a copy of the provision dealing with payment of claims described above.

As before, a contractor may be required to send to the Crown, on demand, a list of his creditors, giving particulars.

A contractor who does not comply with the publicity requirements or who fails to forward a list of his creditors when requested is guilty of an offence and liable to the penalties provided.

Wages Act Amendment

The amendment to the Wages Act of Ontario, which went into force on June 1, makes it illegal for an employer to pay an employee his wages without giving him an earnings statement showing: the work period covered; the rate of wages (unless this information is furnished to the employee in some other manner); gross wages; deductions not authorized by the employee or required by law, together with particulars; living allowances or other payments to which the employee is entitled; and net wages.

An employer who fails to supply the required earnings statement or who furnishes an employee with a false statement is liable to a fine of up to $500.

HOURS OF WORK

Newfoundland

The main development in the hours field was the Newfoundland Hours of Work Act, 1963, which regulates hours of work in shops. This Act, which went into force on July 1, 1963, replaced three earlier acts that were primarily concerned with opening and closing hours of shops—The Shops Act, the St. John's Shop Act and the Exploits Valley (Closing Hours) Shop Act.

The new Act, which is to be administered by the Minister of Provincial Affairs, limits working hours of shop employees, provides for a weekly rest and, subject to certain exceptions, requires all shops to remain closed on specified days.

The new legislation restricts working hours of shop employees to 8 in the day and 40 in the week, unless time and one-half is paid for all time worked beyond the prescribed limits. Previously, the 40-hour-a-week standard applied only to shop assistants in St. John's and a six-mile radius, and in the Exploits Valley district. The Shops Act, which applied in other areas, set a daily limit of 8 hours for female shop assistants and for persons under 18 years of age, and a weekly limit of 54 hours for all shop employees, subject to certain exceptions.

Like the earlier legislation, the new Act restricts periods of duty. A shop employee may not be kept on duty for more than five consecutive hours at a time, and must be allowed a relief period of one hour after each such period on duty.

The provisions requiring the installation of one seat for every three female shop assistants employed in a room, and to supply suitable sanitary facilities for all employees, are unchanged.

The new legislation requires all shops to remain closed on Sundays and on one additional holiday fixed by municipal bylaw.

All shop assistants in Newfoundland must be given Sunday off and one additional day each week, except during a week in which any of the eight listed holidays occurs. In a week in which any of five other specified holidays occurs, shop employees must be given a full day off in addition to Sunday and the holiday.

As in most jurisdictions, some exemptions from the shop-closing provisions are permitted. At the request of a municipal council, the Lieutenant Governor in Council may exempt a municipality from the shop-closing provisions, but, if so, the sections regulating hours and working conditions of shop employees will continue to apply. There is also a blanket exemption for stores whose main business is selling drugs or other articles listed in the Schedule. If such stores do remain open, however, employees may not be required to work beyond the prescribed daily and weekly limits unless overtime is paid.

The Minister of Provincial Affairs or a person authorized by him may visit any shop, inspect books and records and question employees to ensure that the hours provisions are being observed.

Ontario

In Ontario, an amendment to the Fire Departments Act reduced the maximum work week of full-time fire fighters from the present 56 hours to 48 hours, effective January 1, 1964.

SCHOOL-LEAVING AGE, AND EMPLOYMENT OF CHILDREN

Manitoba

In Manitoba, amendments to the School Attendance Act raised the compulsory school age from 14 to 15, effective July 1, 1963, and from 15 to 16, effective July 1, 1965.

Alberta

In Alberta, the section of the School Act prohibiting the employment of a child of school age (7 to 15) while school is in session, unless he has a valid exemption from school attendance and the employment is subject to the Alberta Labour Act, was amended to protect children who are not employees. It now forbids any person to permit a child below the school-leaving age to work on his premises, as well as to employ him, during school hours, unless these conditions have been met.

Safety and Health Legislation in 1963

Four provinces enact safety and health legislation in 1963
Ontario makes most extensive changes, passing the Loggers' Safety Act and revising Boilers and Pressure Vessels Act

Four provinces enacted safety and health legislation at the 1963 sessions of the Legislatures.

The most extensive changes were in Ontario, which passed seven Acts designed to promote the safety and health of workers and to protect the general public. It enacted the Loggers' Safety Act, 1962-63, which is the first special act in Ontario to provide for the enforcement of safety standards in the logging industry. The Boilers and Pressure Vessels Act was extensively revised to bring it into line with modern technology and practice. Amendments to the Construction Safety Act, 1961-62, the Department of Labour Act, the Construction Hoists Act, 1960-61, and the Factory, Shop and Office Building Act extended the scope of the legislation, increased safety precautions and strengthened enforcement procedures. The Radiological Technicians' Act, 1962-63, was also passed.

In Manitoba, the legislation governing elevators and hoists was consolidated in a new Act, the Elevator Act, and the Operating Engineers and Firemen Act and the Steam and Pressure Plants Act were amended.

New Brunswick passed the Electrical Installation and Inspection Act and made minor amendments to the Stationary Engineers Act.

Alberta enacted the Radiological Technicians Act governing medical and industrial radiological technicians.

ONTARIO

Logging

As the Minister of Labour stated when introducing the bill, the Loggers' Safety Act, 1962-63, implements one of the recommendations of the Report of the Royal Commission on Industrial Safety (L.G. 1961, p. 1238). The Commission had urged the adoption of safety rules for the logging industry, which, it pointed out, had the highest accident frequency rate in the province.

The Act, which will be brought into force by proclamation, fixes a minimum age of 16 years for employment in the industry, sets out the responsibilities of operators, supervisors and loggers, and provides for inspection and the imposition of severe penalties for violations of the law.

The Act applies to every person engaged in logging, including logging operations of the Crown and its agencies and any municipalty, and to persons engaged in the installation, maintenance, repair or operation of any equipment or device used in logging. Excluded is logging being done by an individual, without any employees, on his own behalf.

The term "logging" means the operation of felling or trimming trees or the storing, transporting or floating of logs.

Every operator (the term is defined to cover any owner, employer, manager, superintendent or partner) is obliged to take every reasonable precaution to ensure his loggers' safety. He is also required to see that they know and comply with the Act and regulations, and that copies or abstracts of the legislation are kept readily available for their information.

Without relieving the operator of his responsibilities, every supervisor or foreman must supervise the loggers under his direction in such a way that no person works in an unsafe manner or circumstance.

The individual logger, too, is required to assume some responsibility for his own safety and that of other persons. He must use the safeguards, equipment and devices furnished for his protection, and no person may move, alter or destroy them without

the operator's permission. No logger may use any equipment or device or so conduct himself as to endanger his own safety or that of others.

Some responsibility for safety is also placed on suppliers of machinery and equipment used in logging. The Act forbids any person to provide for use by a logger under any rental, leasing or other arrangement any machine, vehicle, tool, equipment, or part, if it is in an unsafe condition.

No specific safety rules for day-to-day operations are set out in the Act, but will be prescribed by regulation. The Lieutenant Governor in Council is given general authority to make regulations to ensure the safety of loggers and, in addition, is empowered to issue regulations about specified matters, including the granting of exemptions, the posting of notices and the keeping of records by operators.

The Act makes provision for the appointment of a chief officer and one or more officers to enforce the legislation, with authority to enter any land, building or other premises. It is forbidden to obstruct an officer in the performance of his duties or to give him false or misleading information. Every person is required to facilitate any entry, inspection, examination or inquiry by an officer.

An officer has authority to issue a stop-work order where any provision of the Act or regulations is being contravened. On summary conviction, a person failing to observe such an order is liable to a fine not exceeding $100 for every day the contravention continues.

A general penalty is also provided for contravention of the Act or regulations. Where there is no other penalty, a person guilty of an offence is liable to a fine not exceeding $1,000 or to imprisonment for a term of not more than 12 months, or to both.

Provision is made for the reporting of accidents. The operator must notify the chief officer of any accident, industrial disease, explosion or fire that causes bodily injury resulting in a logger's absence from work for more than three days.

If a logger is killed or critically injured, the operator is required to notify an officer of the occurrence immediately by telephone, telegram or other direct means. In addition, he must submit a written report within 48 hours after the occurrence.

It is forbidden to alter the scene of an accident, except to save life or relieve human suffering, until an officer gives permission to do so.

Boilers and Pressure Vessels

The Boilers and Pressure Vessels Act, 1962-63, the first major revision of the legislation since 1951, is designed to bring safety requirements for boilers and pressure vessels into line with modern technology and practice. Among the more significant changes, it brings nuclear boilers under the Act, increases the powers of inspectors, places new responsibilities on owners and other persons, imposes new reporting requirements on insurers and owners, and provides for more severe penalties for infractions of the law. Some of these changes stem from the Report of the Royal Commission on Industrial Safety.

One important new provision, apparently the first of its kind in any North American safety legislation, brings nuclear boilers within the scope of the Act. Specifically, it is now stated that any fired vessel that is directly heated "by rays from a radioactive source or molecular agitation arising from the process of fission" is subject to the legislation.

There have been some changes in powers within the provincial inspectorate. The chief inspector is now solely responsible for the issue of certificates of inspection, and he alone has authority to require the attendance of persons and to examine them under oath, powers formerly shared with inspectors.

On the other hand, an inspector is given increased authority to deal with dangerous conditions. If an owner or other person responsible for or in immediate charge of a boiler fails to comply with the inspector's direction, the inspector must order it shut down or sealed. Previously, this action could be taken only by the chief inspector. The inspector must, however, report the circumstances immediately to the chief inspector.

Similarly, if a boiler is in an unsafe operating condition or is being operated in a dangerous manner, the inspector must seal it and take whatever steps are necessary to remove the danger. Formerly, he could take this action only on the chief inspector's instructions.

Likewise, an inspector may now permit a sealed boiler to be put back into operation, a power previously reserved to the chief inspector.

Obstructing an inspector is again prohibited. The revised Act also makes it an offence to neglect or refuse to furnish information to an inspector or to furnish him with false or misleading information. It also expressly requires every person to

assist an inspector's entry, inspection, examination or inquiry.

The revised Act provides for more provincial control over insurance company inspectors. Insurance company inspection reports must now be filed with the chief inspector within 21 days after inspection instead of within 30 days as formerly.

An insurer must now notify the chief inspector in person or by telegram or telephone whenever insurance is cancelled because a boiler is unsafe for operation or use, and, as before, he must also cancel the certificate of inspection and take possession of it.

As before, boilers and pressure vessels must be inspected at least once a year. In addition, regulations providing for periodic inspections of certain boilers and pressure vessels are now authorized and the owner of a boiler or pressure vessel subject to periodic inspections is obliged to send the chief inspector an annual statement that, in his opinion, it is safe to operate or use.

The section prohibiting the installation of a boiler previously used outside the province without the approval of the chief inspector has been reworded to place the onus more directly on the individual. It now states that no person may install or permit such a boiler to be installed without the permission of the chief inspector, or operate it or permit it to be operated unless a certificate of inspection has been issued.

No person may permit a boiler to be operated or used and, as before, he may not operate or use it himself without a certificate of inspection or approval.

The prohibition against putting a condemned boiler back into operation without a certificate of inspection has been strengthened. It now states that no person may operate or use or permit the operation or use of a condemned boiler until it has been repaired as required and inspected and a new certificate of inspection issued by the chief inspector.

A new provision concerning disused boilers specifies that, when a boiler is permanently removed from operation or use, the owner must notify the chief inspector immediately.

Additional precautions must now be taken to safeguard persons doing inspection, repair or maintenance work on a boiler whenever there is any possibility of gas, vapour or liquid causing injury to the persons doing such work. The owner or other responsible person must have a competent workman stationed nearby to prevent any gas, vapour or liquid from entering the boiler and must take whatever other measures are necessary to ensure the safety of the persons concerned.

Tampering with safety fittings while a boiler is in operation or use without the permission of an inspector is now prohibited.

The section providing for the reporting of accidents has been strengthened. The chief inspector must now be informed whenever an accident arising out of the operation or use of a boiler or pressure vessel causes property damage, as well as when it results in death or injury to a person, or whenever an explosion or rupture occurs. In such cases, the owner or person in charge must notify the chief inspector immediately in person or by telephone or telegraph and must now send a written report within 48 hours.

Penalties for offences are more stringent than previously. A person convicted of an offence is now liable to a fine of up to $1,000 or to imprisonment for a term not exceeding 12 months, or both. The minimum penalty of $25 was dropped. The McAndrew Commission stated it was an invitation to magistrates to impose the minimum penalty.

Construction

Amendments to the Construction Safety Act, 1961-62, (L.G. 1962, p. 1349) broadened its scope and strengthened enforcement provisions.

Originally, the Act covered only the construction, alteration, repair or demolition of buildings or other structures. Coverage has been extended so that the Act now applies to the moving of buildings and other structures, as well as to work on trenches, streets, highways and wells. The Lieutenant Governor in Council, however, is now empowered to exempt by regulation any class of projects or any part of a project.

The original Act made it mandatory for every area municipality in Metropolitan Toronto, every municipality with a population over 50,000, every city, every separated town and every local municipality in a territorial district not included in the foregoing categories to appoint construction safety officers. This requirement is now extended to separated townships.

In a territorial district, a municipality with a population exceeding 5,000 will now have to appoint its own inspectors. The inspectorate of the Department of Labour, however, will continue to be the enforcement authority in small northern Ontario municipalities with a population of 5,000 or less, and in territory without municipal organization.

Provincial supervision of local inspectors is increased, with the inspectorate now required to instruct, advise and assist municipal inspectors on a continuing basis instead of on request only. Another amendment makes it compulsory for a local inspector to submit to the Deputy Minister of Labour a copy of his annual inspection report made to the municipal council.

A new requirement provides that an inspector must notify the Deputy Minister of Labour within 24 hours when a workman on a construction project is killed or critically injured.

Another new provision specifies that every municipality and every official responsible for granting building permits must notify the construction safety inspector within seven days of the issuance of a permit, giving the name and address of the person to whom the permit was granted, and the location, nature and estimated cost of the project.

A further measure to improve enforcement permits an inspector to be accompanied by experts when performing his duties. Also, the obligation of every employer and workman to facilitate inspections is now extended to include every person connected with a construction project.

In order to eliminate the hazards presented by defective rented machinery and equipment, the Act now forbids any person to provide an unsafe machine, vehicle, tool or equipment, or part, for use on a construction project under any rental, leasing or other arrangement.

Amendments to the Department of Labour Act now authorizes the Minister, with the approval of the Lieutenant Governor in Council, to make regulations covering all types of caisson work, instead of open caisson work only, as previously. Also, he may exempt any class of work from the regulations governing work in compressed air and work on tunnels, caissons and coffer dams.

An amendment to the Construction Hoists Act, 1960-61, (L.G. 1961, p. 1232) makes it unlawful to rent an unsafe construction hoist to another person. The Act already had a provision prohibiting the operation of an unsafe construction hoist.

Factories and Other Workplaces

Amendments to the Factory, Shop and Office Building Act extended its scope, strengthened safety precautions for persons working in confined spaces where atmospheric hazards may exist, and introduced stricter accident reporting requirements.

The coverage of this Act, which is intended to ensure safe working conditions in factories, shops and offices, now has been extended to cover persons engaged in repair or maintenance work in such places. It applies also to factories without machinery where five or fewer persons are employed, a category formerly exempted.

The provision forbidding any person to enter a tank or other confined space where atmospheric hazards may exist unless specified precautions have been taken has been strengthened. These safety rules now apply in places where dangerous vapours and mists are likely to be present, as well as in confined areas where dangerous fumes, dusts or extreme temperatures exist. Also, the Act now makes it mandatory to have suitable reviving apparatus conveniently available and a trained operator near by. Previously, an employer was obliged to take such precautions only when ordered to do so by an inspector.

The provisions regarding the reporting of accidents were revised to bring them into line with the requirements of the Workmen's Compensation Act and with other provincial safety Acts. The employer must send an immediate report to the Chief Inspector whenever a fire, accident or industrial disease in a factory, shop, bakeshop, restaurant or office building causes bodily injury resulting in an employee's absence from work for more than three days (previously six). The minimum fine for a contravention of this provision has been eliminated and the maximum fine increased from $30 to $100.

Radiological Technicians

The Radiological Technicians Act, 1962-63, which comes into force on proclamation, provides for the establishment of a governing board for medical radiological technicians and for a system of voluntary registration.

The Lieutenant Governor in Council is given authority to appoint a seven-member Board of Radiological Technicians. It would comprise: four radiological technicians recommended by the Board of Directors of the Ontario Society of Radiological Technicians; two radiologists recommended by the Section of Radiology of the Ontario Medical Association; one non-radiologist recommended by the Board of Directors of the Ontario Medical Association from the secretariat of that Association.

The Board has authority to register radiological technicians who meet specified

requirements. Subject to the approval of the Lieutenant Governor in Council, it may make regulations providing for the examination of candidates for registration, for prescribing the content of training courses and the requirement for admission, and for defining unprofessional conduct. The Board may, by order, suspend or revoke a registration for unprofessional conduct, incompetence, fraud or misrepresentation, but provision is made for an appeal to a judge of a county or district court.

Registration is not compulsory, but only persons qualified under the Act may use the title "Registered Radiological Technician." Any person who contravenes this provision is liable to the penalties provided.

MANITOBA

Elevators

The Elevator Act, which will be brought into force by proclamation, consolidates, with some changes, the existing Elevator and Hoist Act and amendments. Coverage has been extended and some rules previously in the regulations have been incorporated, with certain changes, in the new Act.

The new legislation applies to any lifting mechanism equipped with a car or platform that moves in guides, including an escalator, dumb-waiter, hoist, ski lift, and ski tow, together with related mechanisms and equipment.

All elevators intended for use in the province must be constructed, operated, or maintained, and have a carrying capacity as provided in the legislation. No person may operate an elevator except in accordance with the Act and the regulations. An owner (the term includes a tenant, subtenant, manager, or licensee of any building, structure, or premises in which an elevator is installed, the agent of any of them, and the owner of the elevator) is forbidden to permit an elevator to be operated except in conformity with the legislation.

An owner may not permit an elevator to be operated without a permit, and an unlicensed person may not operate an elevator other than an automatic elevator.

A new provision forbids any person to ride on, and an owner to allow any person to ride on, a freight elevator except as an operator or attendant.

A new advisory Elevator Board, larger than its predecessor, and without a representative of employees, will consist of at least seven members. The chairman and vice-chairman will be officers of the Department of Labour. The other members will be representatives of elevator manufacturers, installers and repairers, and owners of department stores, office buildings, factories and warehouses in which elevators are installed.

The Act does not set out specific safety standars for elevators, but empowers the Elevator Board to recommend to the Minister the adoption of regulations and orders respecting the construction, operation, maintenance, carrying capacity, and inspection of elevators, the issuance of permits and licences, and the prevention of accidents. Before making any recommendation the Board must hold a public hearing.

The Lieutenant Governor in Council may make regulations implementing any recommendation of the Board, and adopting any relevant safety codes, rules or standards.

The Chief Inspector of the Mechanical and Engineering Division of the Department of Labour may seal an elevator if he considers it unsafe or if repairs or alterations have not been completed within the time prescribed in an inspector's order.

Penalties for second or subsequent offences are increased under the new Act. As previously, for a first offence, a fine not exceeding $50 may be imposed on an individual and one not exceeding $300 on a corporation. For a subsequent offence, however, an individual is now liable to a fine of from $25 to $100, and a corporation to a fine of from $100 to $500.

Operating Engineers and Firemen

Amendments to the Manitoba Operating Engineers and Firemen Act provided for new classes of certificates and relaxed some of the licensing provisions.

All references to operating engineers' certificates and firemen's certificates have been deleted and the term "certificate" substituted, thereby making it possible for the Government to issue new classes of licences such as compressor operator certificates and refrigerator operator certificates.

Other licensing provisions have been relaxed because some of the requirements had proved to be unrealistic and difficult to enforce. During the debate on the bill, the Minister of Labour said that it was unrealistic to require an operating engineer to be in constant attendance supervising the operation of air compressors of the type used to ventilate mines, or to make it compulsory to have licensed personnel in charge of certain plants such as compressor plants used in street excavation work and factory-assembled refrigeration units.

Under the amendment Act, only refrigeration plants of 50 tons capacity or

over (previously 15 tons), where the pressure exceeds 15 pounds per square inch, must be operated under the direct supervision of a certified operator (formerly an operating engineer). Excepted, however, are factory-assembled single unit refrigeration plants unless the regulations provide otherwise.

A certified operator is now required for pressure plants of 150 horsepower and over (formerly 75) where the pressure exceeds 15 pounds per square inch, except portable pressure plants or refrigeration plants.

Refrigeration plants or pressure plants of the type that normally may be operated only under the supervision of a certified operator may now be operated for specified periods without certified personnel in attendance, subject to certain safeguards. If such a plant is located in business premises, the Minister may, on the recommendation of the Chief Inspector, issue a written authorization permitting it to be operated without a certified operator in attendance when the building is not being used for its usual and normal purpose involving the presence of individuals. If such a pressure plant or refrigeration plant is installed in a residential building, the Minister may permit it to be operated for up to 10 hours a day without a certified operator in attendance. In either case, the plant must be equipped with automatic safety controls that are connected with an approved telephonic warning system, and the owner of the building must certify that the equipment and plant will be tested daily.

Boilers and Pressure Vessels

An amendment to the Manitoba Steam and Pressure Plants Act empowers the Lieutenant Governor in Council to make regulations respecting the licensing, qualifications, and examination of welders of boilers, pressure vessels and pressure piping.

Another change, altering the inspection period for portable gas containers, requires them to be inspected on or before the first installation, once within the next twelve years, and at least once every five years afterwards. Previously their inspection was required once every five years.

NEW BRUNSWICK

Electrical Installation

The new Electrical Installation and Inspection Act adopted in New Brunswick requires all electrical installations and electrical work done in the province to conform to the requirements of the supply authority* relating to connection facilities, and to the requirements of Parts I and V of the Canadian Electrical Code (Eighth Edition). No other standards are laid down in the Act. Matters such as prevention of fire and injury to persons and property, permits, powers of inspectors, and the control of the sale or use of equipment not approved by the CSA or other recognized testing laboratory will be dealt with by regulation.

Among other exceptions, the Act excludes machinery, equipment, appliances, etc., used in generating or distributing electrical energy for gain, and in installing specified types of elevating devices and boilers.

The Attorney General will be responsible for administration of the Act. Provision is made for the appointment of inspectors, who will have access to any land, buildings or premises.

The Lieutenant Governor in Council is empowered to appoint an Electrical Installation and Inspection Advisory Board, whose duties will be to make recommendations and advise the Attorney General and the chief inspector on matters relating to administration of the Act. The Board will consist of a nominee of each of the following: the Minister of Labour, the Minister of Municipal Affairs, the New Brunswick Electric Power Commission, the Fire Marshal, the New Brunswick Board of Underwriters, and the Electric Service League of New Brunswick.

A fine or imprisonment, or both, may be imposed for violation of the Act or the regulations, for interference with an inspector, or for non-compliance with an inspector's order.

Provision is made for appeal to a judge of the County Court from any order or decision made by an inspector.

The new Act, which will be brought into force by proclamation, will replace the Electrical Energy Act, 1931, a statute made applicable to a municipality on proclamation, and now in force in the major municipalities of the province.

Boilers and Pressure Vessels

An amendment to the Stationary Engineers Act permits an unlicensed person to operate a high pressure heating plant not exceeding 25 boiler horsepower, provided that an authorized inspector makes an annual inspection and approves the boilers

* "Any corporation or person that produces, transmits, delivers, or furnishes electrical power or energy to or for a consumer."

as being suitable for use. Previously a licence was required to operate or have charge of any heating plant or power plant.

ALBERTA

Radiological Technicians

The new Radiological Technicians Act of Alberta, which went into force on August 1, establishes authority to regulate the qualifications and standards of radiological technicians and prohibits unqualified persons from operating X-ray machines or other devices that emit X-rays.

The Act divides radiological technicians into two classes: medical radiological technicians, who operate X-ray machines or use radioactive isotopes for the examination or treatment of living persons; and industrial radiological technicians, who operate X-ray machines or use radioactive isotopes for the examination or treatment of things other than living persons. The legislation does not apply to doctors, dentists, chiropractors, veterinarians, naturopaths or podiatrists.

Provision is made in Part I of the Act for the establishment of a five-member Medical Radiological Technicians Board, which would include two members of the Canadian Society of Radiological Technicians (Alberta Division) and two members of the Alberta College of Physicians and Surgeons who are radiologists.

The Board is empowered to make regulations relating to medical radiological technicians, subject to approval of the Lieutenant Governor in Council. Among other matters, these regulations may: provide for the examination and registration of medical radiological technicians and for the registration of student medical radiological technicians; prescribe the qualifications of applicants; provide for training and apprenticeship programs; specify the radiological services and treatments that a registered medical radiological technician may render; provide for the investigation of complaints.

A registered medical radiological technician may give only those radiological services and treatments that the regulations authorize him to give, and for which he has had formal training.

Only a registered medical radiological technician or a student medical radiological technician may render radiological service or treatment to a person, and then only under the direction of a duly qualified medical practitioner. A student medical radiological technician is forbidden to give radiological service or treatment except under the direct supervision of an authorized person.

Any person carrying on business or practising as a medical radiological technician on August 1, 1963 is entitled to register upon applying to and obtaining the approval of the Medical Radiological Technicians Board.

Part II of the Act, setting out provisions governing industrial radiological technicians only, forbids an unlicensed person to act as an industrial radiological technician. It also prohibits an industrial radiological technician from operating an X-ray machine for the examination or treatment of living persons.

The Lieutenant Governor in Council is authorized to make regulations providing for the examination and licensing of industrial radiological technicians, prescribing standards of proficiency and providing for investigation of complaints.

The licence of an industrial radiological technician may be suspended or cancelled for failure to comply with the legislation or with any reasonable safety measures.

Penalties are provided for contraventions of the Act or regulations.

Canadian Given ILO Assignment to Singapore

Harry Waisglass, Canadian Research Director for the United Steelworkers of America, left Canada last month to serve for the next six months as a special adviser to the Labour Research Unit of Singapore. He went at the request of the Singapore government as part of the Workers' Education Program of the International Labour Office.

The Singapore Labour Research Unit is an agency independent of government which has been set up to assist Singapore unions in the collection of wages, hours and working conditions data and to assist in the presentation of negotiating proposals and arbitration briefs.

Maritime Unions Trusteeship Act

Government proclaims Act placing five unions under management and control of three-member board of trustees, names trustees

A bill to place the maritime transportation unions of Canada under the management and control of a three-member board of trustees appointed by the Government was introduced in the House of Commons by the Minister of Labour on October 9. Although accorded full debate, it passed third reading on October 11.

All parties in the House of Commons supported the legislation.

The Act, the Maritime Transportation Unions Trustees Act, was given Royal Assent on October 18. Six days later, on October 24, the Government proclaimed the law and simultaneously announced the appointment of the three trustees: Mr. Justice Victor L. Dryer, Judge Rene Lippe, and Charles H. Millard.

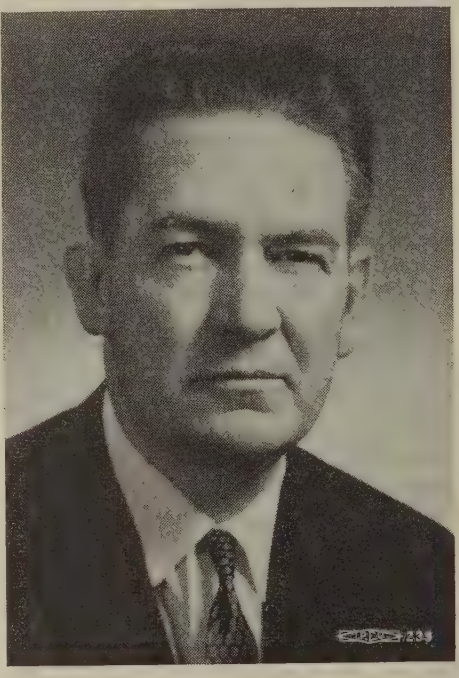
On October 18, in a final effort to prevent the Government from putting the law into effect, the Seafarers' International Union of Canada ordered its members to leave their ships, and to join in a protest march on Ottawa on October 21.

The march, in which about 2,000 SIU members took part, was carried out in defiance of a telegram sent on October 20 by the Minister of Labour to Harold C. Banks, President of the SIU of Canada, pointing out that the strike was illegal and demanding that SIU officials order the men to return to work.

The behaviour of the men while in Ottawa was orderly, members of the Cabinet declined to meet them, and few of the MPs did so. When the seamen left Ottawa, it appeared that they had no immediate intention of returning to their ships; and at a mass meeting in Montreal on October 22, all but 15 of the 1,200 SIU members present voted against doing so.

On October 24, the strikebound shipping companies ordered their crews to return to work or face the prospect that their jobs would be filled by men recruited from the seamen's division of the National Employment Service. On October 25, after Mr. Banks had had a meeting with the trustees in Ottawa, at which, according to the chairman, he had "promised to co-operate," the SIU president called on the men to return to work. At a meeting in Montreal, they voted in favour of doing so; and the strike ended on October 26. Shortly after the end of the strike, the trustees moved their headquarters from Ottawa to Montreal.

(*Continued on page 1092*)



Mr. Justice Dryer, Q.C.

Mr. Justice Victor L. Dryer, Q.C., chairman of the Board of Trustees of the Maritime Transportation Unions, is considered to be one of the leading experts in labour jurisprudence on the West Coast. Before he was appointed to the British Columbia Supreme Court on July 15 of this year, he regularly represented unions in their legal actions. Earlier this year he served as arbitrator in the West Coast salmon strike.

Immediately before he was appointed to the bench, Mr. Justice Dryer was counsel to the Royal Commission inquiring into the British Columbia Workmen's Compensation Act. He has also acted for the Crown, and was prosecutor in the bribery and conspiracy trial of Robert Sommers, the former provincial Minister of Lands and Forests. In 1955, he was assistant counsel in the inquiry into charges of graft and corruption in the Vancouver city police force.

The chairman of the new board of trustees, born in London, England, is 52 years of age. A graduate of the University of British Columbia, he was called to the bar in 1936, and was appointed a Queen's Counsel in 1957.

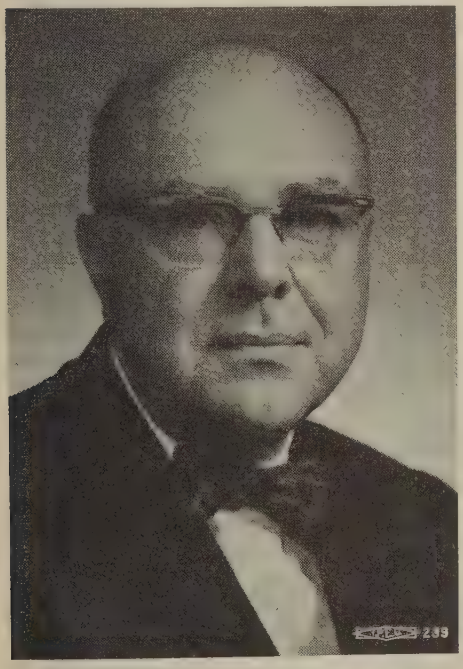
Judge René Lippé, Q.C.

Judge René Lippé has a reputation in Quebec as a good labour mediator. A Montreal magistrate since August 1949, he was appointed Queen's Counsel in 1957.

During the 1950's he served on a number of commissions of inquiry, the most notable being that into the 1951 collapse of the Three Rivers bridge, and as mediator in many labour disputes in the province.

In 1952, Judge Lippé was appointed to settle the dispute between the town of St. Jean, Que., and its employees; and three years later he acted as mediator in another dispute involving the school commission of the same town and its employees.

As recently as September, he was instrumental in settling the longshoremen's strike that crippled St. Lawrence ports.



He is 53 years old. Born in Montreal, he is a graduate of the University of Montreal.

Charles Millard

Charles H. Millard has been a leading figure in the labour movement in Canada for many years. He helped to organize the United Automobile Workers local in Oshawa, Ont., and as its president led it in the strike for recognition in 1937. Later, he was chosen by Philip Murray, then President of the Congress of Industrial Organizations, to take over a steelworkers organizing committee in Canada that had come under Communist influence; he succeeded in rooting out the Communists from influential posts.

When the organizing committee was replaced by the United Steelworkers of America, Mr. Millard was elected national director, and he held this post from 1942 until he retired in 1956. He was a vice-president of the Canadian Congress of Labour until its merger with the Trades and Labour Congress of Canada to form the Canadian Labour Congress, at which time he became one of the vice-presidents of the new organization.

When Mr. Millard resigned from the directorship of the United Steelworkers in 1956 it was to take the post of Director of Organization for the International Confederation of Free Trade Unions, with headquarters in Brussels. Since he resigned from this post in 1961, he has been engaged in organizing trade union educational seminars, has led a fund-raising campaign for the Labour College of Canada, and has been active in the Religion-Labour Council of Canada. He was a strong supporter of the CCF, and he ran unsuccessfully as a New Democratic Party candidate in the federal elections of 1962 and 1963.

Born in St. Thomas, Ont., Mr. Millard is 67 years of age. A company sergeant-major before he was 20, he served in the first world war.

Last month the SIU of Canada sought in Quebec Superior Court a writ of injunction to stop the work of the board of trustees, on the ground that the trusteeship legislation was unconstitutional in that it represented an invasion of the "property and civil rights" field of legislation which the British North America Act reserves exclusively to the provincial legislatures. Mr. Justice Roger Ouimet reserved judgment.

Although events moved swiftly at the last, the plan of a trusteeship had been maturing since it was first put before the public on July 15 in the report of the Norris Industrial Inquiry Commission on the Disruption of Shipping (L.G., Sept., p. 775).

Soon after the publication of the Norris report four of the five unions involved, after some hesitation, had declared their willingness to support the trusteeship plan and to submit to it themselves. The fifth union, the Seafarers' International Union of Canada, however, remained bitterly opposed to it; and in this opposition it was supported in the United States by its parent organization, the Seafarers' International Union of North America, by the Maritime Trades Department of the AFL-CIO, and by AFL-CIO President George Meany.

In Canada, the labour movement, represented by the Canadian Labour Congress, supported the plan; and three provincial federations of labour—those of Ontario, Manitoba, and British Columbia—at their annual conventions last month, after the trusteeship had been imposed, passed resolutions declaring their support.

The Government, however, had shown reluctance to apply a government trusteeship to the unions concerned, and had expressed its preference for a trusteeship set up by the labour movement itself, if an effective plan could be set up. But when, after considerable discussion between officials of the Canadian and the United States Governments, and the heads of the CLC and AFL-CIO, it became apparent that no acceptable plan could be arranged, the Government moved to establish a trusteeship.

Provisions of the Act

Bill C-102 was described as "An Act to provide for the placing of the maritime transportation unions of Canada under the management and control of trustees." The Act bears the title, "Maritime Transportation Unions Trustees Act."

The Act vests in the trustees the management and control of four unions and certain locals of a fifth. The unions are: Canadian Maritime Union, Seafarers' International Union of Canada, National Association of Marine Engineers of Canada, and Canadian Merchant Service Guild. Thirteen maritime locals of the Canadian Brotherhood of Railway, Transport and General Workers are enumerated in a schedule to the Act.

The trustees are empowered to "do all things necessary or advisable" for the return of the management and control of each of the unions to duly elected and responsible officers of such unions "at the earliest date consistent with" the national interest.

The trustees have the power to:

—Promote the establishment of advisory councils of seamen and their representatives to advise and aid them in carrying out their duties.

—Promote the establishment of joint advisory councils of seamen and shipowners and their representatives for the purpose of developing good relations between employees and employers, safety in the industry and other labour relations except those ordinarly associated with collective bargaining;

—Recommend to the members of a maritime union changes in the constitution or by-laws of the union that are calculated to ensure more efficient, effective or direct control of the union by the members.

—Exercise all the powers of the officers of the union under the constitution and by-laws of such union in order to implement such recommendations.

—Designate officers or members of a maritime union as bargaining committees to negotiate collective agreements on behalf of the members.

—Tender advice to bargaining committees of a maritime union negotiating collective agreements.

—Remove or suspend any officer or employee of a maritime union and appoint during pleasure officers and employees of such maritime union.

—Sue or be sued in the name of a maritime union in any case where the maritime union may sue or be sued.

In doing their work, the trustees may spend union money, borrow money, sell union property and execute in the name of the union "all required needs, assurances, receipts and other instruments" and generally may do all such things as the officers of the union may do under the constitution and by-laws of the union.

The Act provides penalties for obstruction of the trustees or persons delegated by the trustees, and for non-compliance with the provisions of the Act.

The Act requires the chairman of the board of trustees to make a report of the management of the maritime transportation unions to the Minister of Labour within three months after the end of each year.

The Act is to expire on December 31, 1966, unless before that date it is extended.

On October 9, when moving the resolution preceding the introduction of the Bill, the Minister of Labour said:

"We have placed a provision in the Bill that this will be of a temporary character . . . There is also a provision that if it is advisable, in the opinion of the trustees, the unions may be removed from the trusteeship and the trusteeship may end before the expiry date. We made an effort to provide a terminal date, and make it a temporary and not a permanent arrangement that would continue once the situation had been cleared up."

Seventh Annual Convention of Ontario Federation of Labour

Records objection to government trusteeship over unions but expresses support for CLC and its officers in stand they took in recognizing necessity for trusteeship over marine unions

Almost unanimous support for the government trusteeship over five Canadian maritime transportation unions was given by the delegates to the 7th annual convention of the Ontario Federation of Labour, held in Niagara Falls on November 4 to 6. Of the 1,000 delegates present, fewer than 10 voted against a resolution that expressed support for the Canadian Labour Congress and its officers in the stand they had taken on the question.

Another question brought before the convention was a plan for the launching by the Federation of a province-wide campaign to promote subsidized public housing. The plan, which was explained in a 12-page brochure distributed to the delegates in the early stages of the convention, was approved by the meeting.

The Trusteeship

The trusteeship question was brought before the meeting in a resolution condemning the CLC for agreeing to the government trusteeship, and urging an appeal to the Prime Minister against it. The resolution, which was proposed by Local 717 of the International Association of Machinists, was supported by only a handful of the delegates, and another resolution drafted by the resolutions committee was then proposed as a substitute. This resolution read as follows:

Whereas this convention deplores in principle government trusteeship over unions, and whereas this convention is opposed even more to hoodlumism in unions, and whereas if any union is unable to keep its own house in order it must expect the intervention of third parties, however unwelcome.

Therefore be it resolved that this convention record its objection in principle to any form of government trusteeship over unions and its greater objection to the gangster tactics employed by the Seafarers' International Union, and supports the Canadian Labour Congress and its officers in their action under the circumstances.

The debate on the resolution was opened by Donald MacDonald, CLC Secretary-Treasurer, who gave a long and detailed explanation of the circumstances leading up to the imposition of the trusteeship. He described the position of the CLC officers in the matter as one of the most difficult in their experience.

"It was a matter of choosing the lesser of [the] two evils of public trusteeship or Banks. We found no choice under these circumstances."

Mr. MacDonald recounted the CLC's expulsion of the SIU for raiding, and its establishment of the Canadian Maritime Union at the request of the sailors. The CMU men were beaten, their families and their wives threatened. Canadian ships were boycotted in U.S. ports. The Canadian Government was asked to investigate, but it failed to act. Only when the tie-up of the Welland Canal occurred did the Government take action, Mr. MacDonald said.

After the Norris report recommended a public trusteeship, he continued, all attempts to arrange a private trusteeship failed, and the CLC finally had to accept the present public trusteeship.

Mr. MacDonald said the failure of negotiations for a trusteeship managed by the unions resulted from the insistence of the AFL-CIO and the United States Department of Labor on changes in the composition of the trustees and "for dilution of their powers to the point where trusteeship would have been meaningless." He defended the CLC's insistence on a predominance of Canadians on the board of trustees.

Murray Cotterill, public relations director of the United Steelworkers, said that if the Canadian union members had made it clear to their parent bodies that it was

the duty of the AFL-CIO to respect decisions taken by the CLC, there would never have been any need for government trusteeship.

He maintained that a large segment of the labour movement in the United States admitted the jurisdiction of the CLC in Canada. But unless Canadian sections of international unions got all unions to understand this, it might result in more government trusteeships.

Public Housing

The booklet on housing distributed at the convention described Canada as a backward nation in the field of public housing. It urged affiliated labour councils to sponsor housing projects for the elderly, with the aid of federal, provincial and municipal funds under the terms of the National Housing Act.

The Federation, in the booklet, commented that it was not the "down-and-outs" who needed the most consideration, but "decent, law-abiding citizens doing their utmost to eke out a respectable living with below-average earnings." If the upper limit in a definition of poverty was $4,000 a year for a family of four, and $2,000 for an individual, half of the population and 40 per cent of the families in Canada could be classed as living in poverty.

Although by no means all of the 40 per cent were living in bad housing, it could not be disputed, the Federation said, that thousands of families were in substandard accommodation. The only practicable alternative to marginal or slum living for these persons was a substantial subsidized public housing program, it argued.

Details of the Federation's public housing plan, which was approved by the delegates, were contained in a 10-point recommendation. The proposal called for a widespread campaign directed at members of the provincial Government, the general public, labour councils, municipal councils, schools and organizations. Speakers will be supplied to clubs and organizations on request, and the OFL will try to co-operate with interested groups such as welfare, co-operative and community planning organizations to push for action at all levels of government.

The campaign is expected to take the same form as the recent medicare drive launched by the OFL. Although executive officers of the Federation said that medicare would still be the main objective, the chief emphasis during the next few months will probably be on housing.

President's Address

The appointment of a public body of experts to survey the whole field of social security in Canada was urged by David Archer, President of the Federation. This study should be undertaken before any changes in the terms of Confederation are considered, and should be made with a view to maintaining, and if possible extending, the gains made in the 100 years since Confederation.

The scope of the survey should include pensions, housing, education, health and recreation, Mr. Archer said.

Labour had tried to take a broad and responsible view of the whole matter of welfare policy; he contended that "labour has spoken with more vision and broader perspective on medical care than any other body."

The same was true of pensions. "Many of our members already have pension programs written into their contracts, but we would like to see this type of benefit extended to everyone, not only in Ontario but right across Canada."

The OFL President charged the private insurance companies with obstructing a national pension plan, adding that the Government in Ottawa had "bowed to insurance company pressure." He said that the sensible thing was to begin with a government-sponsored, wage-related, universal portable pension plan, rather than with a privately controlled, piecemeal plan that would be taken over as a government responsibility.

Mr. Archer asserted that the present $75 a month pension was inadequate, and that it would be increased as social attitudes toward it changed with the passing of time. "I urge every trade unionist to exert every effort to use every avenue of political pressure to make sure a proper national pension scheme is not sabotaged in the interests of the private insurance companies," he said.

Hon. Leslie Rowntree

A policy of caution in extending the province's minimum wage legislation beyond the "Golden Horseshoe" area that included Toronto, Hamilton and Oshawa was indicated by Ontario Minister of Labour Leslie Rowntree in his address to the convention.

A new minimum wage of $1 an hour, covering male employees for the first time, came into effect on June 30; the rate for women will advance to $1 at the end of next March (L.G., Aug., p. 723).

The Minister said that some forces within the province were pressing for the application of the $1-an-hour minimum across the whole province. But he maintained that the matter of minimum wages required careful study in order to avoid creating problems such as, he said, had developed owing to "hasty" medical care leigslation in Saskatchewan, and to Finance Minister Gordon's haste in introducing a federal budget.

The Minister warned organized labour that it must forego its "desire for retaliation" in its dealings with government if it expected to get results.

What we are trying to achieve must transcend the area of political argument. There are far too many situations arising between government and labour where retaliation has been evident on the part of labour's petitioners. There are far too many situations where this retaliation is based on some circumstance that has no relation to the question at hand. I would like to see us get rid of this desire for retaliation and realize that somehow, some place and sometime, we have to find a solution to our common problems.

This warning by the Minister of Labour was coupled with a tribute to labour for its co-operation with his department.

Resolutions

The convention's response to Mr. Rowntree's speech was to reject a resolution recommended by the resolutions committee, that called for a minimum or $1.25 an hour, and to approve instead a minimum of $1.50 an hour as the Federation's aim.

A resolution to amend the constitution to provide for the holding of conventions every two years, instead of annually, failed to get the two-thirds majority vote required to authorize constitutional changes. The vote was exactly equal—353 for and 353 against. A resolution in favour of elections every two years instead of each year won by 376 votes to 255 against. Again, however, the necessary two-thirds majority was not obtained.

The convention passed a resolution urging affiliated unions to try to secure a 30-hour week without loss of take-home pay. The same resolution also put a limit of 100 hours a year on the amount of overtime that might be worked. As a move in the direction of a shorter work week, the resolution asked the provincial Government to amend existing legislation to establish a basic 40-hour week in all kinds of employment.

A resolution proposing friendly overtures to all unions outside the CLC was defeated. But during the debate, the convention approved a second resolution calling for a merger of unions in each main industry in order to further unity in Canadian labour. The first resolution, which was defeated by a narrow margin, favoured "co-operation" with organizations such as the Teamsters and the Communist-led unions. The substitute resolution, drafted by the resolutions committee, favoured co-operation and mergers only among affiliates of the OFL and the CLC.

The convention approved resolutions that urged:

—Better starting rates and proper registration or apprentices,

—More bursaries and financial aid for education,

—Improvements in Human Rights Code,

—Union label on all government printing,

—Adequate medicare plan in Ontario,

—Support for the Building Service Employees' Union in their strike at the Trenton Memorial Hospital,

—Co-operation between and eventual merger of unions in each major industry.

—Waiver of Ontario Hospital Services Commission premiums in case of unemployment.

—Adequate safety laws backed by severe penalties for violations and adequate enforcement staff.

On the last day of the convention, delegates attacked the provincial Minister of Labour and his Department in connection with the Government's policies on industrial safety, a hospital strike at Trenton, and minimum wages. Mr. Rowntree was attacked particularly for what was called his failure to implement a promise to bring in legislation at last month's special session of the Legislature to provide for compulsory arbitration in a dispute between the trustees of Trenton Memorial Hospital and the Building Service Employees' International Union, which had called its 70 members in the hospital out on strike a week before. The union had previously postponed a strike on the strength of the Minister's assurance about arbitration.

Secretary-Treasurer Doug Hamilton blamed the Minister personally for not enforcing industrial safety regulations, and for ignoring the recommendations of those concerned with safety measures. He said that the province had a good safety act, but that the Minister had not done anything to enforce it. The convention adopted a resolution urging stricter industrial safety measures.

Among a long list of resolutions not dealt with for lack of time, one of the main ones, approved by the resolutions

committee, called for endorsement of the federal Government's Canada Pension Plan in principle, "without necessarily endorsing all of its details." The resolution said that the plan should eventually be a fully-funded one. It also asked the Ontario Government to make the federal plan possible by making the necessary amendments to its own plan that had been adopted this year.

Election of Officers

David Archer was re-elected as President and Douglas Hamilton as Secretary-Treasurer. All vice-presidents were re-elected: George Barlow, William Boothroyd, Purdy Churchill, Richard Courtney, Hugh Doherty, James Dowell, M. J. Fenwick, Sam Hughes, Edward Liness, Jack Pesheau, William Punnett and George Watson.

Ontario Pension Benefits Act

First Canadian law to compel employers to establish minimum standard pension plans, Act provides for provincial control and supervision. Plan must be established by January 1, 1965

After a three-year study by a special committee on portable pensions, the Ontario government in April 1963 enacted the Pension Benefits Act, 1962-63, the first Canadian law to compel employers to establish minimum standard pension plans. The legislation also broke new ground by providing for provincial regulation of all pension plans. It established the Pension Commission of Ontario to administer the legislation and authorized the settting up of a central pension agency to handle small pension credits.

The new law, which went into force on June 1, requires every employer of a mandatory group—15 or more employees—to file by January 1, 1964, an information return in respect to any existing pension plan covering his employees, together with a copy of the plan. If he has not already done so, he must establish a standard pension plan and file a copy for approval and registration by the Pension Commission by July 1, 1964, or as soon thereafter as the Commission requires. The plan must be in operation by January 1, 1965.

Any existing pension plan for a mandatory group that does not provide the required benefits must be amended to bring it up to the prescribed standard. Any supplementary pension plan whose benefits are above the required minimum, if established for a mandatory group of 15 or more employees, also must be registered with the Pension Commission.

As well as prescribing standards for compulsory plans and for supplementary plans established for mandatory groups, the Act provides for the supervision and regulation of pension plans for non-mandatory groups (fewer than 15 employees). Every employer of a non-mandatory group covered by a pension plan is required to file an information return by January 1, 1964, and annually thereafter, and after January 1, 1965 must maintain the solvency of such a plan in accordance with requirements to be prescribed by regulation.

Minimum Standards for Registered Plans

To qualify for registration by the Ontario Pension Commission, a standard pension plan must provide for a monthly pension, commencing not later than age 70, based on service after January 1, 1965, and on earnings up to $400 a month. The pension must be on a scale at least as great as one of the three minimum types of plans described in the Act.

The three types of plans suggested—unit benefit, money purchase and flat rate—are the most commonly used and were chosen because the Government did not wish to disturb existing arrangements.

If a pension plan of the unit benefit type is selected, it must provide for a monthly pension of one-half of one per cent of the employee's monthly earnings up to $400 for each year of credited service. Under a money purchase plan, the retirement benefit is to be a graduated percentage of employee earnings, not in excess of $400 per month, plus interest, based on age and rate of contributions. To qualify for registration, a flat benefit plan must provide for a pension of at least $2 a month for each year of eligible employment.

When introducing the legislation, the Premier said that the minimum rates of benefit were the nearest practicable equivalents, one to the other, on an annual salary of $4,800. It has been estimated that, as the Act now stands, a person with an average annual salary of $4,800 would

receive a pension of about $80 a month after 40 years service and one of about $70 after 35 years.

Because the Act is primarily concerned with retirement pensions, a standard plan is not required to provide survivors' benefits but must provide a death benefit. If an employee dies before retirement, his beneficiary must receive the total of the employee's contributions to the plan, plus interest at 3 per cent.

All members of a mandatory group must be enrolled in a standard plan if they are between the ages of 30 and 70 and have worked an average of 24 hours a week for a continuous period of six months or more. The Act expressly excludes a person aged 70 or over, and an employee who becomes a member of a mandatory group after reaching the age of 65 is not obliged to enrol in the compulsory plan.

The portability features of the Act are mainly in the standards laid down for vesting and cash withdrawal. A standard plan must provide for immediate and full vesting of the employer's contributions after the service requirements have been met, with a parallel restriction on the cash withdrawal of an employee's own contributions. In explanation of this, the Premier stated that, after January 1, 1965, an employee over 30 who changed jobs and had a service record of 18 months or more would gain the pension advantage arising from his own and his employer's contributions up to the level prescribed under one or other of the minimum plans, for all services after 1964 while he was a member of the plan.

An employee covered by a standard plan who leaves his employment before retirement age is entitled to a deferred pension, to be paid at retirement age, based on his service with the employer from January 1, 1965 until date of termination. This deferred annuity is to be provided by the purchase of an annuity at the time he leaves his employment, or by a contractual undertaking by the employer to buy or pay an annuity when the employee reaches retirement age, or by transferring the accumulated pension credits to the pension plan of his new employer or to the Central Pension Agency.

Different vesting and cash withdrawal requirements are laid down for the supplementary area, that is, pension protection in addition to the required minimum benefit, whether provided within a single plan or in a second plan.

In the supplementary area, vesting will not begin as early in life, the required service period for vesting is longer and cash withdrawal will not be restricted as early. Full vesting of an employer's contributions, for benefits above the prescribed minimum, is to commence when an employee has reached the age of 45 and has completed 10 years continuous service. Similarly, a terminating employee 45 years or over with 10 years service or more will not be permitted to withdraw any contributions he has made to the supplementary plan in respect of services after 1964. However, if the terms of the pension plan so provide, he may be granted, on termination of employment, a lump sum not exceeding 25 per cent of the commuted value of the deferred life annuity otherwise payable.

The employer is responsible for establishing a standard plan but is given the right to recover part of the contributions from his employees. The maximum that may be recovered is 50 per cent, except in the case of a money purchase plan for employees 55 years or older.

To make sure that there are sufficient assets in each pension fund to pay the promised benefits, the Act provides for funding in accordance with solvency tests to be prescribed by regulation. The preliminary draft regulations provided that standard plans must be fully funded from the outset and that the unfunded liability of supplementary plans must be liquidated over a period not exceeding 25 years.

Another aspect of solvency to be dealt with by regulation concerns pension fund investments. The draft regulations lay down restrictions on investments in the employer corporation and the real property used or occupied by it. It is expected that further restrictions on pension fund investments will be imposed when the regulations are published in final form.

Administration

The legislation is to be administered and enforced by the Pension Commission of Ontario, composed of from five to nine members appointed by the Lieutenant Governor in Council. The chief administrative officer is the Superintendent of Pensions appointed by the Commission.

The Commission is given quite broad powers. In addition to registering pension plans and enforcing standards, it is empowered to promote pension plans in the province, to engage in research in the pension field and to establish or support an

(Continued on page 1136)

Employment and Unemployment, November

Employment followed the usual seasonal pattern between October and November, falling 80,000 during the month to an estimated 6,496,000. But the increase in unemployment, up by 38,000 to 303,000, was a smaller-than-seasonal rise.

Compared with a year earlier, employment was up 226,000, or 3.6 per cent, and unemployment was down 39,000.

Unemployment in November represented 4.5 per cent of the labour force, compared with 5.2 per cent a year earlier, and 5.4 per cent two years ago. In October the rate was 3.9.

Seasonally adjusted, the unemployment rate, at 5.1 per cent, was at its lowest since the summer of 1957.

The labour force, at 6,799,000, showed an increase of 2.8 per cent over the year.

Employment

After an above-average increase in the previous month, employment in non-farm industries declined seasonally by 33,000 between October and November. With completion of harvesting operations, employment in agriculture decreased by 47,000.

Total employment in November was 3.6 per cent higher than a year earlier, compared with an average annual increase over the past decade of 2.1 per cent.

Employment increases continued to be mainly in the service, manufacturing, trade and construction industries. There was no appreciable change in other industries.

Employment of young people in recent months has shown a significant increase over a year earlier. In November, 583,000 persons aged 14 to 19 years were employed, 50,000 more than in November 1962. In the 20-24 age group, 811,000 had jobs, an increase of 41,000 over the year.

Employment was up considerably from the previous year in all regions except the Atlantic region, where employment was unchanged. The largest percentage increases were in Quebec and British Columbia, 4.8 per cent in both regions.

Unemployment

Unemployment rose from 265,000 to 303,000 between October and November, a relatively small increase for this time of year. The increase was virtually all among men.

Of the 303,000 unemployed, some 227,000 had been unemployed for three months or less. An estimated 34,000 had been seeking work for from four to six months and 42,000 for seven months or more.

Unemployment rates were lower than a year ago in all five regions. Regional unemployment rates, expressed as percentages of the labour force, were as follows in November: Atlantic 7.5, Quebec 5.8, Ontario 3.0, Prairie 3.1, and British Columbia 5.8. The regional rates in November 1962 were: Atlantic 8.9, Quebec 6.7, Ontario 3.4, Prairie 3.8, and British Columbia 6.5.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Nov. 1963	Nov. 1962	Nov. 1963	Nov. 1962	Nov. 1963	Nov. 1962	Nov. 1963	Nov. 1962
Metropolitan	2	2	7	9	3	1	0	0
Major Industrial	2	4	19	19	5	3	0	0
Major Agricultural	1	0	6	9	7	5	0	0
Minor	3	7	36	39	19	12	0	0
Total	8	13	68	76	34	21	0	0

CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ← VANCOUVER-NEW WESTMINSTER-MISSION CITY ←	Calgary EDMONTON ← HALIFAX ← MONTREAL ← Quebec-Levis WINDSOR (Leamington) ← WINNIPEG ←	→HAMILTON Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK ← Lac St. Jean	Cornwall Farnham-Granby FT. WILLIAM-PT. ARTHUR ← Joliette KINGSTON ← Moncton NEW GLASGOW ← Niagara Peninsula →OSHAWA PETERBOROUGH ← Rouyn-Val d'Or Saint John SARNIA ← Shawinigan Sherbrooke SUDBURY ← Sydney Trois Rivieres Victoria	Brantford Guelph Kitchener London Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	THETFORD-LAC MEGANTIC AND VILLE ST. GEORGES ←	BARRIE ← CHARLOTTE-TOWN ← LETHBRIDGE ← PRINCE ALBERT ← RED DEER ← Riviere du Loup	Chatham Brandon Moose Jaw North Battleford Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST ← Prince George-Quesnel ST. STEPHEN ←	BEAUHARNOIS ← BRIDGEWATER ← Campbellton CENTRAL VANCOUVER ISLAND ← Chilliwack CRANBROOK ← Dawson Creek Drummondville BELLEVILLE-TRENTON ← BRACEBRIDGE ← DAUPHIN ← EDMUNDSTON ← FREDERICTON ← Gaspé GRAND FALLS ← KAMLOOPS ← LACHUTE-STE. THERESE ← MONTMAGNY ← MEDICINE HAT ← NEWCASTLE ← Okanagan Valley PEMBROKE ← Prince Rupert QUEBEC NORTH SHORE ← Rimouski Ste. Agathe-St. Jerome St. Jean SAULT STE. MARIE ← Sorel Valleyfield Victoriaville WOODSTOCK, N.B. ← Lindsay SUMMERSIDE ← TRURO ← YARMOUTH ←	Brampton Drumheller Galt Goderich Kentville Kitimat Listowel North Bay Owen Sound Portage la Prairie St. Hyacinthe St. Thomas Simcoe Stratford SWIFT CURRENT ← Trail-Nelson Walkerton WEYBURN ← Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

72671-1—3½

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	November	6,799	− 0.6	+ 2.8
Employed (000)	November	6,496	− 1.2	+ 3.6
Agriculture (000)	November	613	− 7.1	+ 2.7
Non-agriculture (000)	November	5,883	− 0.6	+ 3.7
Paid workers (000)	November	5,356	− 1.1	+ 3.5
At work 35 hours or more (000)	November	4,745	+22.5	− 6.2
At work less than 35 hours (000)	November	1,575	−37.4	+47.5
Employed but not at work (000)	November	176	− 6.9	+22.2
Unemployed (000)	November	303	+14.3	−11.4
Atlantic (000)	November	45	+ 9.8	−16.7
Quebec (000)	November	111	+11.0	−10.5
Ontario (000)	November	75	+13.6	− 8.5
Prairie (000)	November	36	+38.5	−16.3
Pacific (000)	November	36	+12.5	− 7.7
Without work and seeking work (000)	November	286	+13.0	−11.7
On temporary layoff up to 30 days (000)	November	17	+41.7	− 5.6
Industrial employment (1949=100)	September	130.1	− 0.1	+ 2.8
Manufacturing employment (1949=100)	September	120.3	+ 0.3	+ 2.3
Immigration	1st. 9 mos.	69,344	—	+22.6
Destined to the labour force	1963	34,730	—	+21.8
Strikes and Lockouts				
Strikes and lockouts	November	44	−45.7	−10.2
No. of workers involved	November	6,193	−75.1	−35.3
Duration in man days	November	51,020	−63.3	−33.5
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	September	$84.02	+ 0.9	+ 3.2
Average hourly earnings (mfg.)	September	$ 1.94	+ 0.5	+ 3.2
Average hours worked per week (mfg.)	September	41.3	+ 1.0	− 0.2
Average weekly wages (mfg.)	September	$80.27	+ 1.8	+ 3.4
Consumer price index (1949=100)	November	134.0	+ 0.3	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100)	September	143.9	+ 1.6	+ 1.8
Total labour income $000,000.	September	1,899.3	+ 1.2	+ 6.7
Industrial Production				
Total (average 1949=100)	October	206.2	+ 0.9	+ 5.5
Manufacturing	October	184.6	+ 1.2	+ 5.4
Durables	October	184.6	+ 1.8	+ 5.0
Non-durables	October	184.5	+ 0.7	+ 5.7
New Residential Construction (b)				
Starts	November	12,312	+10.9	+21.9
Completions	November	10,231	− 5.7	− 9.1
Under Construction	November	72,318	+ 2.9	+18.0

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Design of Work for the Disabled

Book in series on ergonomics for industry discusses fitting the job to the worker—ergonomics—when worker is handicapped

Design of Work for the Disabled, the third of a series of booklets designed as guides to the industrial application of ergonomics research, discusses how to fit the job to the disabled worker. The author, Dr. Stephen Griew, is a lecturer in psychology at the University of Bristol.

The series, "Ergonomics for Industry," is prepared jointly by the University's Department of Scientific and Industrial Research, Information Division, and Warren Spring Laboratory, Stevenage, Herts., England.

"Ergonomics" is a word coined to describe the activities of biologists and engineers who seek to apply information about human performance to problems of work design.

"A distinction must be made," Dr. Griew writes, "between a disability, in the purely medical sense, and a handicap, in the purely occupational sense. Many badly disabled people are well able to do their jobs.

"In order to decide whether a physical disability is also an occupational handicap, it is vital to know precisely what limitations it places upon the person suffering from it and about the demands of the jobs upon which he may be employed."

The author tells of a wages clerk of 48 who, as a result of a car accident, lost his right arm below the elbow. His employers thought he was no longer able to do his job and offered him a job as a messenger, with the alternative of taking a small pension and leaving the firm altogether. Actually the man was left-handed and, fitted with an artificial hand, was entirely able to carry on with his old job. This is an example of a severe physical disability that is, in fact, not an occupational handicap or, at most, a slight one.

Many firms are coming to realize this ditinction and are keeping detailed records of the physical demands of every job in their factories and regularly assess the capacities of all employees. They are convinced that this pays dividends in terms of lower labour costs, increased productivity, reduced labour turnover and absenteeism, especially where their disabled workers are concerned, says Dr. Griew.

The booklet goes on to discuss the temporary nature of some handicaps and the part industry may place in helping the disabled worker to make a complete recovery. The author believes it is well worth while to provide an opportunity for the worker to work at reduced capacity for a while and to accept special exercises and treatment that will eventually return him to full efficiency.

In the case of those with permanent disabilities, however, some additional action is required. Dr. Griew suggests two obvious solutions:

1. Look for a job that is within the worker's limited capacity, which means guiding him into alternative employment and giving him training for the new work; in many cases this requires a big adjustment for the disabled worker and also throws aside the years of experience of the mature worker.

2. Modify the job so that it is no longer beyond his limited capabilities—the ergonomic approach. In some cases this course may be impracticable but in the great majority of cases it is entirely possible.

The booklet then goes on to give some examples of fitting the job to the handicapped worker, such as fitting cars with hand controls where the problem is limited movement of the lower limbs. This same principle has been used in a factory in Holland where a group of girls, all paralyzed from the waist down, are employed operating presses normally operated by use of the feet. Many jobs that are normally done standing can be performed sitting just as efficiently if a properly designed stool is provided.

In Norway, a firm hired a group of girls whose finger dexterity was unimpaired but who had previously been considered incapable of typing because of very limited arm movement and control. By means of slings suspended from the ceilings with a system of pulleys, weights and counter balances, the girls were given support for their weakened arm muscles and have become efficient typists, keeping that firm's typing pool fully manned.

(*Continued on page 1119*)

Regulations Approved for Older Worker Employment and Training Incentive Program

Regulations specify how employer can find out whether job he plans to offer qualifies for incentive, and how worker can get determination whether he meets conditions for incentive

Regulations under which the older worker employment and training incentive program (L.G. Sept. 1963, p. 791) will operate were approved by P.C. 1963-1673 of November 14. Under this program, the Government will pay a monthly incentive to employers who hire certain eligible older workers between November 1, 1963 and January 31, 1964.

The regulations specify that an employer may apply to his nearest National Employment Office to find out whether a job he has to offer is "employment in respect of which an incentive may be paid" under the regulations, or whether a particular worker is eligible.

The employment must be insurable employment under the Unemployment Insurance Act or employment that would be insurable except for the limit on rate of earnings ($5,460 a year). It may not be employment of casual, part-time or seasonal nature, or a job where the shift, workday or workweek is shorter than that normally worked in the establishment.

In order to ensure that the program does not result in displacement of workers, it may not be a job that was filled during the period from September 1, 1963 to the date the worker was hired.

Other Conditions

Other conditions for the incentive are that the employer provide training designed to assist the worker to continue in gainful employment and that the employment must be for a period of at least three months. Where, however, a worker in respect of whom an incentive might be paid is replaced by another such worker, the required three months of employment begin from the date on which the first worker was hired.

The incentive is payable only in respect of a worker over 45 years of age hired between November 1, 1963 and January 31, 1964, who, immediately prior to being hired, was not employed full-time, and who was not eligible to receive regular benefits under the Unemployment Insurance Act.

The worker must not be in receipt of a pension under the Old Age Security Act or any other retirement pension equal to or greater than the universal old age pension. He must have been unemployed for six of the preceding nine months.

The fact of unemployment may be established either by having been registered for employment with the National Employment Service during the period, by the fact of being in receipt of public welfare assistance, or by other evidence by which the Minister of Labour is assured that the person was capable of and available for work and unable to obtain suitable employment. A worker may apply to the National Employment Office nearest the place where he resides for a preliminary determination as to whether he meets the conditions for the incentive.

Notwithstanding any preliminary determinations in regard to the job or the worker, the Minister may pay an incentive only if the conditions are met at the time the application is made.

Employment with any level of Government, or with a business enterprise owned or operated by a Government, is expressly excluded.

Amount of Incentive

The amount of monthly incentive payable is 50 per cent of the monthly wage paid to the worker or $75, whichever is the lesser amount.

The period for which an incentive may be paid is limited to 12 months in the aggregate for any worker and the incentive is payable in respect only of applications for an incentive received before March 31, 1965. It is not payable in respect of more than one member of a family (defined as persons related by blood or marriage who live in the same family housing unit) for the same period.

The regulations provide for the establishment of an incentive review committee, composed of three officers of the Department of Labour or officers responsible to the Minister under the Unemployment Insurance Act. This committee will review any application rejected by a National Employment Service officer if the applicant requests that the matter be referred to the committee.

Women's Bureau

Status of Women in the United States

President's Commission on the Status of Women submits report including recommendations aimed at greater development of women's potential and fuller use of their present abilities

"Greater development of women's potential and fuller use of their present abilities" are the objects of the recommendations of the President's Commission on the Status of Women in its report* submitted to President Kennedy on October 11, the birthday of the late Eleanor Roosevelt, who as Chairman of the Commission had actively participated in its early sessions.

The 20 members of the Commission, appointed by President Kennedy on December 14, 1961 to study inequities in the status of women and to stimulate action to correct them, were drawn from the fields of education, labour and women's organizations. The heads of five interested departments of the United States Government were also members.

The Commission found that the social climate in which women live, often reinforced by outmoded laws and discriminatory employment practices, tends to limit their status. It made clear that their advancement depended on over-all development—economic, educational and legislative—within society. At the same time the Commission placed responsibility on women to improve their own status. Appended to the Report is a historical section, "American Women To-day," describing major changes affecting women's lives in the period 1900 to 1960.

Education was recognized as the key to improvement of all aspects of women's position. "Nothing the Commission can recommend to meet the special needs of women is of greater importance than improvement in the quality of early education available to all of the nation's youth". In addition to good basic instruction, education for girls in consumer and family responsibilities was advocated.

For the mature woman whose education was interrupted for economic necessity or because of family responsibilities, emphasis was placed upon the need of broad and flexible programs of continuing education adapted to individual needs. Such programs should range from schooling for the person unable to read to refresher courses for the university graduate who has fallen behind in her speciality. Vocational training for women who had not been trained for fields being newly opened up should be included, and also courses for those who wish to make constructive use of leisure.

The pressing need for skilled and imaginative counselling services was also stressed. These should help girls and women to find out what possibilities exist, to reach decisions and to take steps to carry them through.

The Commission saw the improvement of the position of women in the labour force as central to raising women's status, and it recommended that equal opportunity for women in hiring, training and promotion should be the governing principle in all employment. "Where the Federal Government is itself the employer, its hiring and promotion practices can become a showcase for equal employment opportunity without discrimination of any kind." The Commission pointed out that "inflexibility with regard to part-time employment in most current hiring systems excluded the use of much able and available trained womenpower". It advocated paid maternity leave or comparable insurance benefits for all women workers.

Because millions of low-paid workers are not covered by Federal or State wage and hour legislation, the Commission stated that Federal and State labour laws should be extended to all types of employment to provide adequate minimum wage levels and to require premium pay for overtime. State laws should protect the right of all workers to join unions of their own choosing and to bargain collectively. States that have not yet adopted laws establishing the principle of equal pay for comparable work should do so.

The Commission placed major emphasis on the need for more and better child-care services in all communities. It also called for more adequate tax deductions for child-care expenses of working mothers.

To carry out its proposals, the Commission asked the President to appoint an interdepartmental committee under the chairmanship of a Cabinet officer and to establish an advisory citizens' committee to evaluate progress and stimulate action.

* *American Women.* Report of the President's Commission on the Status of Women, 1963. Superintendent of Documents, Washington, D.C. $1.25 per copy.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During December 1963 and January and February 1964

(except those under negotiation in November)

Company and Location	Union
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
Hospitals (10), Montreal & district, Que.	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man.	Mine, Mill & Smelter Wkrs. (Ind.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont.	Empl. Assn. (Ind.)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Vancouver Police Commissioners Board, Vancouver, B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During November

Bargaining

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR & Ontario Northland Railway	Railway, Transport & General Wkrs. (CLC)
CNR, CPR & other railways	14 unions (non-operating empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO-CLC)
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)

Company and Location	Union
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal and other centres, Que.	Public Empl. (CLC) (outside empl.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
TCA, company-wide	Sales Empl. (Ind.)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (assistant caretakers)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

CBC, company-wide	Public Empl. (ARTEC) (CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Conciliation Board

CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions.

Post-Conciliation Bargaining

Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal & other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)

Work Stoppage

(No cases during November)

Part III—Settlements Reached During November 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CLERICAL & ASSOCIATED EMPL.): 1-yr. agreement covering 8,100 empl.—wage increases of $1 to $2.75 a wk., depending on grades and localities of empl., on top rates eff. Nov. 24, 1963; wage increases of $1.50 to $2.25 a wk., depending on grades and localities of empl., on starting rates of most classifications and of $1.50 to $4.50 a wk. on starting rates of one classification eff. Nov. 24, 1963; empl. required to work overtime which does not immediately precede or continue after his scheduled work day will receive a minimum of half-day's (3¾ hrs.) pay; agreement to expire Nov. 30, 1964.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (COMMUNICATIONS SALESMEN): 1-yr. agreement covering 500 empl.—wage increases of $18 a mo. on top rates in all localities eff. Dec. 5, 1963 and of $6 a mo. in localities other than Montreal, Toronto and Windsor eff. June 4, 1964; agreement to expire Nov. 30, 1964.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CRAFT & SERVICES EMPL.): 1-yr. agreement covering 9,800 empl.—wage increases of $2.25 to $3.50 a wk., for craft empl. depending on localities and classes of empl., on top rates eff. Nov. 24, 1963; wage increases of up to $3 a wk. on starting rates eff. Nov. 24, 1963; agreement to expire Nov. 30, 1964.

BELL TELEPHONE, QUE. & ONT.—TRAFFIC EMPL. (IND.): 15-mo. agreement covering 8,500 empl.—wage increases of $1.25 to $2.50 a wk., for traffic operators depending on localities of empl., on top rates eff. Nov. 24, 1963; minimum of one-half day's pay for call-in; top rate for operators in Montreal, Toronto and Windsor $69 a wk.; agreement to expire Feb. 24, 1965.

BELT MFRS. (20 EMPLOYERS), MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 5¢ an hr. eff. Oct. 14, 1963 and 5¢ an hr. eff. Sept. 1, 1964; 4 paid holidays (formerly 3 paid holidays); agreement to expire Aug. 31, 1966.

CDN. KODAK & CDN. KODAK SALES, MOUNT DENNIS, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): wage increases of 5¢ to 10¢ an hr. arising from mid-term wage reopener provided for in 2-yr. agreement covering 760 empl.; rate for general labourer $1.94 an hr.; agreement to expire Nov. 7, 1964.

CYANAMID OF CANADA, NIAGARA FALLS, ONT.—U.E. (IND.): 1-yr. agreement covering 500 empl.—settlement pay of $20; wage increases of 4¢ to 9¢ an hr. eff. Nov. 8, 1963; premium for lead hands increased to 10¢ an hr. (formerly 7¢ an hr.); differential for acting foreman increased to 25¢ an hr. (formerly 10¢ an hr.); rate for labourer $2.02 an hr.; agreement to expire Oct. 31, 1964.

DOMTAR PULP & PAPER (KRAFT & BOXBOARD DIV.), WINDSOR, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 1,000 empl.—general wage increase of 3¢ an hr. retroactive to May 1, 1963; evening and night shift premiums increased to 6¢ and 11¢ respectively (formerly 5¢ and 10¢); employer contribution toward sickness insurance increased to $5.95 a mo. (formerly $2.95); improvements in group life insurance plan; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rate for labourer $1.95 an hr.; agreement to expire April 30, 1964.

DRYDEN PAPER, DRYDEN, ONT.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—general wage increase of 3¢ an hr. eff. Jan. 1, 1965; classification adjustment of 3¢ an hr. for skilled trades; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); improvements to pension plan; increased company contributions toward welfare plans; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); rate for labourer $2.01 an hr.; agreement to expire Dec. 31, 1965.

DUPONT OF CANADA, SHAWINIGAN, QUE—CELLULOSE WKRS. ASSN. (IND.): 2-yr. agreement covering 500 empl.—plan for automatic rates adjustment based on comparisons of wages at C.I.L., Shawinigan Chemicals and Cdn. Carborundum to be continued; rate for labourer $2.19 an hr.; agreement to expire Nov. 10, 1965.

EMPLOYING PRINTERS' ASSN., MONTREAL, QUE.—BOOKBINDERS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 10¢ an hr. retroactive to May 1, 1963, 6¢ an hr. eff. Feb. 1, 1964 and 5¢ an hr. eff. Nov. 1, 1964 for male empl.; wage increases of 8¢ an hr. retroactive to May 1, 1963, 6¢ an hr. eff. Feb. 1, 1964 and 6¢ an hr. eff. Nov. 1, 1964 for female empl.; 3 wks. vacation after 8 yrs. of service in 1964 (at present after 10 yrs.) and after 6 yrs. of service in 1965; non-contributory pension plan for male empl. to be established; employers to pay $1.50 a wk. per empl. into contributory welfare plan comprising life insurance, accidental death and dismemberment insurance, supplementary hospital insurance, major medical and surgical coverage and weekly indemnities; rate for day journeyman will be $2.91 an hr. and rate for day journeywoman $1.66 an hr. on Nov. 1, 1964; agreement to expire April 30, 1965.

NEW BRUNSWICK ELECTRIC POWER COMMISSION, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 4% retroactive to April 1, 1963 and 4% eff. April 1, 1964; employer to pay present cost of supplementary hospitalization and of Blue Cross-Blue Shield comprehensive plan, with any future increase in premiums being paid by empl.; after 6 mo. of continuous service, empl. will accumulate sick leave credits at the rate of 1¼ working days for each mo. of service up to a maximum of 6 mo. (formerly 1 day's pay for each mo. of service for first 12 mo. of employment and thereafter 12 days' pay during sickness in a calendar yr.); rate for labourer on April 1, 1964 will be $243.50 a mo.; agreement to expire March 31, 1965.

ONTARIO PAPER, THOROLD, ONT.—PAPERMAKERS (AFL-CIO/CLC) PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 870 empl.—no general wage changes; classification adjustment of 3¢ an hr. for skilled trades retroactive to May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 24 yrs.); employer to pay premiums for hospital and medical-surgical insurance; weekly sickness and disability benefit to be approximately 65% of normal earnings with employer contributing $1.50 a mo. per empl. (formerly $1.25) toward plan; retirement income to be 1.6% of earnings from July 1, 1944 to Dec. 31, 1962, 1.75% of earnings from Jan. 1, 1963 to June 30, 1964 and 2% of earnings from July 1, 1964; rate for labourer $2.03 an hr.; agreement to expire April 30, 1965.

OTTAWA CIVIC HOSPITAL, OTTAWA, ONT.—PUBLIC EMPL. (CLC): arbitration award establishing 2-yr. agreement covering 1,250 empl.—general wage increases of $2.75 a wk. retroactive to Jan. 1, 1963 and $1.25 a wk. eff. Jan. 1, 1964; additional wage increase of $1.50 a wk. for laundresses; union and hospital to carry out job evaluation from Nov. 1, 1963 to June 30, 1964 with hospital setting aside $1.50 a wk. per empl. from Jan. 1, 1964 to correct inequities revealed by job evaluation or to be applied as a further general wage increase eff. Jan. 1, 1964; agreement to expire Dec. 31, 1964.

QUEBEC CARTIER MINING, PORT CARTIER & LAC JEANNINE, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increases of 7¢ an hr. retroactive to May 1, 1963, 7¢ an hr. eff. May 1, 1964 and 7¢ an hr. eff. May 1, 1965; increment between job classes to be increased to 7¢ (at present 6.9¢) eff. May 1, 1964; rate for job class on May 1, 1965 will be $2.28 an hr.; agreement to expire Oct. 24, 1965.

REGENT KNITTING MILLS ST. JEROME, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 3-yr. agreement covering 530 empl.—wage increases of 4¢ an hr. eff. July 11, 1963, 5¢ an hr. eff. July 11, 1964 and 5¢ an hr. eff. July 11, 1965; additional classification adjustments; work week to be reduced from 49 to 48 hrs. eff. July 1964 and to 45 hrs. eff. July 1965 with maintenance of pay for some empl.; work week to be reduced from 48 to 47½ hrs. eff. July 1964 and to 46½ hrs. eff. July 1965 with maintenance of pay for other empl.; present 45-hr. wk. to remain in effect for the remainder of the empl. in the bargaining unit; 3 wks. vacation after 18 yrs. of service during first yr. of agreement, after 17 yrs. of service during second yr. of agreement and after 16 yrs. of service during third yr. of agreement; hiring rate for male empl. $1.098 an hr.; agreement to expire July 11, 1966.

TCA, COMPANY-WIDE—AIR LINE FLIGHT ATTENDANTS (CLC): 20-mo. agreement covering 700 empl.—wage increases of 2½% retroactive to Aug. 1, 1963 and 2½% eff. April 1, 1964; agreement to expire March 31, 1965.

New Year Message, Minister of Labour

(*Continued from page 1072*)

There has been a responsible and realistic approach by labour and management at the bargaining table. I confidently expect that this same approach will be maintained in the months ahead. It is clear that new relationships are evolving between labour and management, based on a recognition that the broad problems being faced today can be solved only by closer consultation and more continuing discussions along the line of the industry, area and national labour-management conferences encouraged by goverment and other bodies during the past year.

Labour and management are finding that they must actively plan to meet the human problems that have arisen and will arise from automation and technological change, and the Government has promised technical and financial assistance in these efforts.

We can look forward to 1964 with confidence. There is every reason to believe that the current economic improvements, which has been gaining momentum in recent months, will carry over into the new year.

My very best wishes to all for 1964.

TEAMWORK in INDUSTRY

Labour and management today have got to "play the game square with each other" if they want to make industry successful, says Joseph Corbett, formerly general chairman of the Brotherhood of Railway Carmen and until recently a vice-chairman of the London (Ontario) Transportation Commission. Mr. Corbett is 81 years old.

"They have a joint responsibility for maintaining an industry," he insisted during an interview recently. "Labour and management owe each other a lot. If they sincerely want to get anywhere, they've got to learn to be fair and helpful to each other."

Mr. Corbett suggested it was high time labour and management "got down to the meat in the cocoanut." They should go after the big problems like production—and how an industry is threatened by foreign competition, he said. It is management's responsibility to introduce such topics for discussion with labour.

He urged labour to discuss labour-management subjects at union meetings and then to take their findings to joint consultation meetings at the plant level for further discussion with management. Management's greatest need is to be sincere and willing to take labour into its confidence. "Neither side is doing enough. Both are too complacent, drifting. They have the responsibilities of joint leadership, joint partnership, and they are failing it."

Mr. Corbett was especially critical of the big automobile manufacturers and the unions associated with them. "They are making a big mistake in not practising joint consultation," he continued. "They need it badly in an industry which has such an effect on the entire economy. They should be setting an example to the rest of Canada in their labour relations thinking. But they're not. They're behind everyone else."

For the federal Department of Labour, Mr. Corbett had only praise: "The Labour Department has been a great help to both labour and management in this country. Any fair-minded man will admit this." However, the Labour-Management Committee area conferences sponsored by the department "worry" him. "There's too much talk by persons who are not experienced in dealing with the real problems," he declared. "They don't get down to brass tacks." He thinks that the conferences end up as friendly gatherings for exchanges of pleasantries. The conferences are too large, he says, and too short for the delegates to delve into crucial problems.

As for the future, Mr. Corbett urged reasonableness by unions and management. He deplored the use of force and violence. "All force ever did was embitter everyone to the point of making progress difficult in the future." In its place he recommended "talk and persuasion."

Joe Corbett had his first full-time job when he was 12 years old. He served with the British Army in the Boer War and later in India. In 1909 he started working in the London carshops of the Grand Trunk Railway, and was present when the railway signed its first working agreement in 1917. Two years later he went on the road as union grievance man for some 8,000 carmen.

Mr. Corbett stated that Canada's "first trail-blazing step" toward labour-management co-operation was taken nearly 40 years ago under the guidance of Sir Henry Thornton, first president of the newly organized Canadian National Railways. "It was one of the first, if not the first, union-management movements on this continent," he declared.

The organization represented eight shop trades unions: railway carmen, machinists, boilermakers, blacksmiths, electricians, sheetmetal workers, plumbers, steamfitters and moulders. Its purpose was to deal with all subjects of mutual interest outside of wage agreements and matters involving managerial authority and responsibility. Local and regional labour-management committees were set up throughout the railways' system. One significant system conference was held in 1928 when the CNR's hourly paid employees received one week's vacation with pay—a move which had a far-reaching effect on Canadian industry in general.

Mr. Corbett retired as general chairman of the Brotherhood of Railway Carmen in 1947. Three years later he was appointed to the three-man London Transportation Commission as financial secretary. He retired last June 30 after serving as vice-chairman for the past five or six years.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board issued six certifications designating bargaining agents, ordered two representation votes and rejected three applications for certification. During the month the Board received five applications for certification, one application for revocation of certification, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. International Brotherhood of Electrical Workers, Local Union 2085, on behalf of a unit of employees of the Federal Electric Corporation employed on DEW Line sites within Canada (L.G., Sept., p. 799) (see "Reasons for Judgment" below).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Canadian Broadcasting Corporation comprising its building maintenance group. The Association of Radio and Television Employees of Canada had intervened (L.G., Oct., p. 897).

3. Office Employees' International Union, Local 57, on behalf of a unit of directory sales personnel employed in its Eastern Region by the Bell Telephone Company of Canada, Montreal, Que. (L.G., Oct., p. 898) (see "Reasons for Judgment" below).

4. District 50, United Mine Workers of America, Local Union 14888, on behalf of a unit of chauffeurs engaged in the pickup and delivery of Her Majesty's Mail between Quebec City and Seven Islands, Que. (L.G., Nov., p. 1015).

5. International Association of Machinists, on behalf of a unit of ground service employees of Eastern Provincial Airways (1963) Limited, Gander, Nfld. (L.G., Nov., p. 1016).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees of Rod Service (Ottawa) Limited, which company contracts for the pickup and delivery of Her Majesty's Mail in Ottawa (L.G., Nov., p. 1016).

Representation Votes Ordered

1. L'Union des Camionneurs, Hommes d'Entrepots et Aides, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Hubert Transport Inc., Ste. Thérèse, Que., respondent (L.G., Oct., p. 898) (Returning Officer: Miss M.-P. Bigras).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and John L. Bray, Ottawa, Ont., respondent (mail service) (L.G., Nov., p. 1016) (Returning Officer: G. E. Plant).

Applications for Certification Rejected

1. General Truck Drivers and Helpers Union, Local No. 31, and Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Vancouver Alberta Freightlines Ltd., Vancouver, B.C., respondent (L.G., Nov., p. 1015). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Pacific Western Airlines Flight Attendants' Association, applicant, Pacific Western Air lines Ltd., Vancouver, B.C., respondent, and Canadian Air Line Flight Attendants' Association, intervener (L.G., Nov., p. 1015). The application was rejected because the Board was of the opinion that the applicant was not, at the time of its application, an operating trade union within the meaning of the Act and that there was no authority to make the application.

3. The Professional Transport Drivers Society, applicant, and H. M. Trimble & Sons Ltd., Calgary Alta., respondent (Burnaby, B.C. terminal) (L.G., Nov., p. 1015). The application was rejected for the reason that the proposed bargaining unit is not considered by the Board to be appropriate for collective bargaining.

Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Maple Leaf Broadcasting Co. Ltd., Hamilton, Ont. (CHML) (Investigating Officer: A. B. Whitfield).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bargemen employed by Vancouver Tug Boat Company Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Domaine Estria, Pavillon Mercier and Place Gouin Projects, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

4. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: A. B. Whitfield).

5. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive firemen and helpers employed by the Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: A. B. Whitfield).

Application for Revocation Received

Tiger Transfer Ltd., Calgary, Alta., applicant, and Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the certification issued by the Board on May 18, 1962 to Local 987 in respect of a unit of drivers and garage employees of the company (L.G., July 1962, p. 834).

Application for Certification Withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Pacific Tanker Co. Ltd., Vancouver, B.C., respondent (L.G., Nov., p. 1016).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment

in application for certification affecting

International Brotherhood of Electrical Workers — *Applicant*

and

Federal Electric Corporation — *Respondent*

The Respondent is a corporation with head office at Paramus, New Jersey, U.S.A., which operates and maintains stations and communications posts on the Distant Early Warning Line, hereafter referred to as the DEW Line, between Alaska and Cape Dyer in Northern Canada, for surveillance and gathering of information for transmission to the military authorities in the United States under a contract entered into with the United States military authorities.

The Applicant is a trade union that has applied to this Board to be certified under the Industrial Relations and Disputes Investigation Act as bargaining agent for a bargaining unit consisting of employees of the Respondent employed on the DEW Line operation in Northern Canadian territories except: sector chiefs and those above that rank, Indians and Eskimos, and persons employed on a temporary basis and whose employment is of less than two months duration.

There were a number of issues raised by the Respondent in contesting this application and in the hearing thereon before this Board.

Jurisdiction of the Board

The Respondent submits that this Board is without jurisdiction to entertain this application. It relies upon the terms of an agreement between Canada and the United States of America, effected by an exchange of notes between the Government of Canada and the Government of the United States, signed on May 5, 1955, to govern the establishment of the Distant Early Warning system on Canadian territory, and subsequently extended by agreement of the two governments as to the manning and operation of the system so established.

In the above agreement, provision was made for the setting of rates of pay and working conditions for persons employed by contractors on the DEW Line after consultation with the Canadian Department of Labour in accordance with the Canadian Fair Wages and Hours of Labour Act.

The Respondent contends that this agreement constituted a treaty between Canada and the United States, and that by the terms of the agreement, the Government of Canada has made special provision that the work done on the DEW Line shall be subject to certain definite provisions so far as rates of pay and working conditions are concerned, and that by doing so, the Government of Canada has effectively lifted these out of the jurisdiction of the application of the Industrial Relations and Disputes Investigation Act.

Evidence was given by officers of the Respondent that the existing rates of pay and hours of work of the employees in the proposed bargaining unit on the DEW Line system have been set in accordance with this provision, and that written agreements have been entered into by the Respondent with individual employees pursuant thereto. Section 5 (b) of the agreement upon which the Respondent relies reads as follows:

> (b) Contractors awarded a contract for construction in Canada will be required to give preference to qualified Canadian labour for construction. The rates of pay and working conditions for this labour will be set after consultation with the Canadian Department of Labour in accordance with the Canadian Fair Wages and Hours of Labour Act.

There are other provisions in the contract governing the employment of Eskimos designed for the protection of employees in this category.

The purpose and effect of the Fair Wages and Hours of Labour Act, C. 108, R.S.C., is to make provision for the establishment and application of minimum fair wage rates that shall be paid to, and maximum hours that may be worked by workmen employed by a contractor or subcontractor contracting to do the whole or part of the work on a contract made with the Government of Canada for construction, remodelling, repair or demolition of any work.

The Act does not preclude the establishment and payment of higher wage rates or the granting of shorter working hours by the contractor for his employees

---

The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. A. H. Balch, E. R. Complin, A. J. Hills, Donald MacDonald and A. C. Ross, members. The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

on the work project covered by the contract, irrespective of whether such higher wage rates and shorter hours are established pursuant to the terms of a collective agreement covering such employees or solely by agreement with an individual employee.

The application of the provisions of the Fair Wages and Hours of Labour Act does not exclude contractors and their employees to which that Act applies from the application of the provisions of the Industrial Relations and Disputes Investigation Act. This Board has in numerous instances, certified bargaining agents for employees of contractors employed upon construction projects to which the Fair Wages and Hours of Labour Act applies.

In our opinion, the provisions of the Canada-United States agreement upon which the Respondent relies were not intended to, nor do they, place a contractor and his employees engaged on the DEW Line operation in a different position from that of a contractor carrying out a contract with the Government of Canada to which the provisions of the Fair Wages and Hours of Labour Act apply, in respect of application of the Industrial Relations and Disputes Investigation Act.

In any event, we are unable to accept the proposition put forward by the Respondent that the simple execution of the DEW Line agreement by the Canadian Government would be effective of itself to exclude the Respondent and its employees on the DEW Line in Canadian territories from the application of the Industrial Relations and Disputes Investigation Act. In our opinion, attendant legislative action by the Parliament of Canada would be necessary to effect such result. (See comments of Lord Atkins in his judgment in the *Labour Conventions* case, (1937) A.C. 326, at pp. 347-48).

The following provision contained in Article 6 of the Canada-United States agreement, namely, "Nothing in this agreement shall derogate from the application of Canadian law in Canada, provided that, if in unusual circumstances its application may lead to unreasonable delay or difficulty in construction or operation, the United States authorities concerned may request assistance of Canadian authorities in seeking appropriate alleviation," serves to confirm the view expressed above that the provisions of the agreement were not intended by the parties thereto to exclude the contractors to whom the agreement applies, and their employees on the DEW Line, from the application of the Industrial Relation and Disputes Investigation Act.

Bargaining Unit

There are differences between the parties concerning the proper description of the proposed bargaining unit and the classifications of employees to be included therein.

The Applicant asks for inclusion in the bargaining unit of temporary employees other than those employed for less than two months. The Respondent asks for exclusion of temporary employees engaged for less than four months. According to the evidence given to the Board, temporary employees are hired specifically as temporary employees for employment on the DEW Line system during the summer season, which runs from around June 15-July 1 to September 15-October 1. They are in fact, and could be more properly described, as summer seasonal employees.

These employees are chiefly engaged in supplies unloading and loading operations, and in seasonal repair and maintenance of indoor and outdoor facilities. In individual instances, the employment may be continued beyond the normal period of temporary employment to fill vacancies in the full-time staff. The evidence of the Respondent was that the normal period of employment of these temporary employees is of four months duration. All employees other than temporary are hired under written term contracts, usually of 18 or 12 months duration.

In the opinion of the Board, the temporary employees who are employed beyond the normal period of summer seasonal employment, namely four months, should be included in the bargaining unit.

The Respondent asks for the exclusion of the following classifications of employees whose exclusion is contested by the Applicant, namely: male clerk, traffic specialist, teletype operator, switchboard operator, and radician crypto. After considering the evidence and arguments advanced by the parties in reference to the description of the bargaining unit and the classifications of employees to be included therein, the Board finds the following bargaining unit to be appropriate, namely:

A unit of employees of the Federal Electric Corporation employed within Canada on DEW Line sites, comprising employees classified as: station technician, instrument technician, carrier technician lead, carrier technician, specialist supply lead, specialist supply senior, specialist supply intermediate, specialist supply junior, radician lead, radician lead Auxiliary, radician, radio technician lead, radio technician, cable technician, mechanic lead, mechanic lead Auxiliary, mechanic maintenance, general

helper, chef, cook, baker, janitor, clerk male, switchboard operator (except as excluded below), teletype operator (except as excluded below), traffic specialist, labourer, and temporary employees (except as excluded below) who are classified as aforesaid and as driver truck, mechanic, and cargo checker.

To be *excluded* from the bargaining unit are employees classified as: Auxiliary station chief, relay station chief Res X-I, supervisor—building and outside plant, supervisor—station, supervisor—communications and electronics, supervisor—logistics, supervisor—wideband communications, supervisor sea lift team, superintendent—sector, Intermediate station chief, Intermediate station chief mechanic, Intermediate station chief radician, radician crypto, security investigator, doctor and chaplain, and excluding all employees based at Winnipeg, Man., and Fort Nelson, B.C. (NEL X), and temporary (summary seasonal) employees engaged for less than four months, and excluding one teletype operator at each station and one switchboard operator at Cape Dyer and at other stations where they may be employed, such excluded teletype and switchboard operators to be designated by the employer.

Union Membership

Some questions were raised, and evidence was given at the hearing in answer thereto, concerning the membership status of employees in the bargaining unit who are claimed by the Applicant to be members in good standing, in the light of the requirements of the by-laws of the Applicant and the constitution of the International Brotherhood relating to the payment of initiation fees and monthly dues, and other conditions of membership, and the provisions of Rule 15 of the Rules of this Board defining membership in good standing for the Board's purposes.

The Board has satisfied itself after consideration of the evidence and arguments so submitted to it, and having regard for the report of the Board's Investigating Officer following his examination of the payroll records of the Respondent and of the membership and financial records of the Applicant, that the majority of employees in the aforesaid bargaining unit were members in good standing of the Applicant at the time of the making of the application.

In consideration of the foregoing, the Board has ordered that the application be granted accordingly.

(Sgd.) A. H. BROWN,
Vice-Chairman and Acting Chairman.

Charles Dubin, Q.C.
W. Ladyman
J. A. Shirkie
Anthony Dean
For the Applicant.

G. R. Hunter, Q.C.
D. Proctor
P. C. Ketchersid
S. L. Schmuckler
D. L. Webber
For the Respondent.

Dated at Ottawa, October 31, 1963.

Reasons for Judgment

in application for certification affecting

Office Employees' International Union — *Applicant*

and

The Bell Telephone Company of Canada — *Respondent*

The Applicant made application to be certified as bargaining agent for a unit of employees of the Respondent classified as directory advertising salesmen and saleswomen in the Eastern Region Directory Sales Department, and located and working out of Quebec City, Montreal and Ottawa. There are some 102 employees in the proposed unit.

There are also some 98 directory advertising salesmen and saleswomen in the same classifications and doing the same type of work in the Western Region Directory Sales Department of the Respondent, located at and working out of Toronto, Ont., who are not included in the proposed unit nor in any other bargaining unit of employees.

The Respondent claims the unit to be inappropriate, since the employees in the proposed unit are only a portion of its employees having common skills and interests and employed in the same work.

The Respondent provides telephone services in some 736 localities in Quebec and Ontario. For administrative purposes, this

The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and A. H. Balch, E. R. Complin, A. J. Hills, Donald MacDonald, and A. C. Ross, members. The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

territory is divided into four areas, Montreal, Toronto, Eastern and Western, with a vice-president and general manager for each area. The Eastern Area is divided geographically from the Western Area by a line running roughly north from Trenton, Ont. The Montreal Area is carved out of the Eastern Area, and the Toronto Area out of the Western Area. Functionally, the directory sales group is part of the marketing department of the Respondent, which at present is organized for administrative purposes on a regional basis with the regional marketing manager reporting to the vice-presidents and general maangers of the Montreal and Toronto Areas, respectively.

Transfers of salesmen between regions occur only occasionally, but the nature of the work, methods and practices of these salesmen are the same in all areas. Directory advertising salesmen in either Montreal or Toronto may deal with advertising agencies and other special accounts concerning advertising in many different localities across the Respondent's territory. Salesmen are paid on a salary plus commission basis.

The Respondent claims that, in view of the close integration of its operations, the certification of only a portion of the employees in this sales group might give rise to serious difficulties in the matter of work jurisdiction and would not make for good labour relations or effective collective bargaining. The Respondent also submits that all existing certifications covering its employees are on a company-wide rather than on a regional or local basis, and that the establishment of a regional bargaining unit in this instance would be inappropriate.

The Applicant submits that there are in fact only two major and distinct company administrative regions, Eastern and Western, rather than the four areas described by the Respondent, and that the Respondent has, in its relations with the directory sales force as in other administrative practices, handled and dealt with the directory sales force in each of these two regions as separate groups. Moreover there is, as the Respondent has agreed, little or no interchange of sales personnel between the Eastern and Western Regions. Applicant submits that the regional unit applied for here is an appropriate unit for collective bargaining.

It has not been the policy of the Board to attempt to lay down rigid criteria for general application in determining what constitutes an appropriate unit for collective bargaining. Each case where an issue of this nature arises involves consideration of all factors relevant in the particular circumstances.

Nevertheless, the Board has always considered it important in the interests of all concerned that due consideration should be given to the bargaining practices and patterns that have been built up and followed over a period of time within the industry to which the application relates.

Although it is a fact that all existing certificates given by the Board in respect of units of employees of the Respondent are on a system-wide basis, it should be noted in each such instance that the application for certification was for a system-wide certification. This Board has not been called upon previously to consider the appropriateness of a regional unit of employees in this category. No question is involved here concerning the fragmentation of an established bargaining unit.

The employees in the proposed unit are not directly engaged in the operation of the system-wide communications operation of the Respondent, but comprise the directory sales force whose activities are within the Eastern Regional Area.

While a system-wide bargaining unit of this sales force might constitute an appropriate collective bargaining unit, we do not consider, in the circumstances of this case, the unit applied for in this instance to be inappropriate.

The Board finds a unit consisting of employees of the Respondent classified as directory advertising salesman and directory advertising saleswoman employed in the Eastern Region of the Directory Sales Department, and located in Quebec City and Montreal, Que., and Ottawa, Ont., is appropriate, and that a majority of the employees therein are members in good standing of the Applicant. Certification is granted accordingly, and an Order will be issued certifying the Applicant as bargaining agent for the said bargaining unit.

(Sgd.) A. H. Brown,
Vice-Chairman and Acting Chairman.

Maurice W. Wright, Q.C.
For the Applicant.

S. D. McMorran
M. N. Davies
A. R. Neilson
H. A. Wilson
For the Respondent.

Dated at Ottawa, October 31, 1963.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: T. B. McRae).

2. The Toronto Harbour Commissioners, Eastern Canada Stevedoring Co. Limited, Cullen Stevedoring Co. Limited, Pittston Stevedoring Corporation of Canada Limited, Brown & Ryan Ltd. and Economic Stevedoring Corporation, and Local 1869, International Longshoremen's Association (Conciliation Officer: T. B. McRae).

3. Denison Mines Limited, Elliot Lake, Ont., and Local 5980, Office and Technical Unit, United Steelworkers of America (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. The Voice of the East Limited (Radio Station CHEF, Granby, Que.) and the National Syndicate of Employees of The Voice of the East (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 899).

2. National Harbours Board, Port of Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (General Storage and Maintenance and Cold Storage, and Grain Elevator System) (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 694).

3. Compagnie Nationale Air France, Montreal, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier) (L.G., Sept. p. 800).

Conciliation Boards Appointed

1. National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., Oct., p. 899).

2. Denison Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 899).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between Denison Mines Limited, Elliot Lake, and District No. 6, United Steelworkers of America (see above) was fully constituted in October with the appointment of Magistrate J. A. Hanrahan as Chairman. Magistrate Hanrahan was appointed by the Minister on the joint recommendation of the other two members of the Board, George Ferguson, Q.C., and Peter Podger, who were previously appointed on the nomination of the Company and Union, respectively.

Settlement Reached after Strike Action

The Shipping Federation of Canada, Inc., and International Longshoremen's Association (Locals 375, 1657, 1552, Montreal; Local 1846, Three Rivers; and Locals 1605, 1739, Quebec) (L.G., Nov., p. 1017) The strike began October 4; settlement was reached October 14.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in four cases heard in October.

The first dispute was over claims by four train crews for pay for a basic day when, on various occasions, they had delivered their trains from a point at the international boundary in Manitoba to a point just over the boundary in Minnesota; and also over claims for payment on a straightaway instead of a turnaround basis for trips on the same occasions between two points in Manitoba.

The second case concerned a complaint by the union that the company had abolished a hostler's position for a certain shift in contravention of the agreement between the company and the union.

The third dispute was about a claim by hostlers for wages lost owing to the reduction of their assignments from seven to six or five days a week.

The fourth case was over the dismissal of an extra gang foreman for alleged unauthorized disposal of company property.

In the first case, the Board did not sustain the contention of the employees. The other three cases were heard by an arbitrator whose award constituted the Board's decision. The first and third of these cases were decided in favour of the employees, the second in favour of the company.

The four cases, Nos. 812 to 815, are summarized below.

Case No. 812—*Dispute between Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen over claims by four conductors and crews for pay for a basic day when required to deliver their trains from Emerson, Man., to the Soo Line Railway at Noyes, Minn., and for payment on a straightaway basis for the trips between Winnipeg and Emerson.*

A train runs daily from Winnipeg to Emerson, the terminal on the Emerson subdivision and connecting point with the Soo Line Railway across the United States border at Noyes, Minn. After bringing their train to Emerson, crews are required to deliver it to the Soo Line Railway at Noyes.

An article in the employees' agreement formerly provided that a trip would automatically end on arrival at a terminal; since Emerson is the terminal for that subdivision, crews had been paid a basic day of 100 miles for the trip from Winnipeg to Emerson. The crew were also paid for a basic day of 100 miles for the return trip to Winnipeg. The distance between Winnipeg and Emerson is 62 miles.

For many years it had also been agreed that, for delivering their train to the Soo Line Railway at Noyes, crews would be paid at the rate of 12½ m.p.h. for all time from arrival at Emerson until departure on the return trip, provided that the crew were not laid up between train connections.

On November 16, 1962 the automatic ending of a trip on arrival at a terminal was cancelled and the article revised to provide that trainmen would be notified when called whether their service would be "straightaway" or "turnaround" and would be paid accordingly; and that when the distance between the starting terminal and the objective terminal was less than 100 miles, the latter terminal might be regarded as a turnaround point, "and trainmen in unassigned service, when called for turnaround service, run in and out of such point on a continuous time basis."

The union contended that this revised article did not apply in the present case because the trainmen had to deliver their train from their objective terminal to a terminal of a foreign railway; such delivery should be considered a separate trip. Therefore, it contended, the trainmen should be paid on a straightaway basis, that is, the trip from Winnipeg to Emerson, the trip from Emerson to Noyes, and the return trip from Emerson to Winnipeg should each be paid for as a 100-mile day.

The company argued that as the distance between Winnipeg and Emerson was less than 100 miles, and as the crews had been ordered at Winnipeg for turnaround service, it had correctly paid them for the actual miles in each direction (a total of 124), plus 12½ miles an hour from the time they arrived at Emerson until the time they left.

The Board, in its decision, said that the delivery of trains from Emerson to Noyes did not constitute a separate trip, because Emerson and Noyes had been regarded as being within one terminal area. The contention of the employees, therefore, was not sustained. But the Board pointed out that this decision was not to be taken as allowing additional runs out of initial terminals or turnaround points except as provided in the agreement.

Case No. 813—*Dispute between Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen over the abolition of a hostler's assignment and the performance of hostler's services by employees not covered by the collective agreement between the company and the union.*

When a company survey showed that there were not enough dispatches during the 8.00 a.m. to 4.00 p.m. shift at one of its stations to justify the employment of a hostler there during that shift, the company cancelled the assignment. It contended that the abolishing of the shift was a reduction in staff because of abnormal conditions and in no way involved the agreement. Any hostling duties during the shift were given to a foreman outside the bargaining unit or shop employees not subject to the agreement.

The union in its contention quoted an article of the agreement that defined the work of hostlers and laid down the conditions for filling such positions. The union drew attention to one of the clauses of this article which stated that when the monthly average of engines handled was five or more in a period of 12 hours, a regular assignment for hostlers would be established and a hostler would be employed for eight hours of that period. This

meant, the employees argued, that a hostler must be employed each day of the month, regardless of the number of engines handled on any particular day, whenever the number of engines handled averages five in a period of 12 hours.

The union said it did not contend that a hostler must be employed for eight hours when only one or two engines were to be hostled during that period, but that it did content that if there were not enough engines to require a regular assignment, employees working under its contract with the railway should be used when available. If there was no hostler on duty, it conceded that crews might hostle their own engines.

This case was heard in the presence of a referee, whose award constituted the decision of the Board. The referee in his decision examined in detail the article of the agreement relating to the question in dispute, and also another article which stipulated that when there was no hostler on duty, engineers and firemen might be given work. This latter article, the referee said, provided no answer to the grievance in this case "other than to show that some hostler work may be performed by engineers and firemen on certain terms as to payment for it."

The railway, he said, had supported its contention by appealing to past practice and antecedent agreements as evidence that roundhouse employees or shop employees might be used to perform hostler duties when a full-time hostler was not required. But the referee went on to say, "The contention as put does not clearly distinguish between the resort to roundhouse or shop employees according to the terms of the Brotherhood's agreement herein, or the use of such employees outside of the agreement. In other words, the question that lies at the heart of the present case is not so much the particular persons who may be called to perform hostler work, but rather the call to performance under and in accordance with the terms of the Brotherhood's agreement with the railway, which (so far as the evidence shows) is the only agreement to which the railway is a party which covers hostler duties.

"On this basis, the matter becomes one of determining what the agreement says about extra work assignments; and, more importantly, what is says about seniority rights where additional work within the scope of the agreement falls to be performed." He then went on to deal with other relevant articles of the agreement. From these he concluded that the agreement authorized the performance of hostler work in one of three ways: by permanently assigned hostlers, by engineers or firemen and helpers within certain defined limits, or by unassigned hostlers or firemen or helpers, or persons of those classifications on the spare board.

If none of the persons mentioned are available, "the railway is entitled to assign the required work to others, but under the conditions of the agreement with the Brotherhood; and to that extent, such others are drawn into the bargaining unit represented by the Brotherhood," the referee said.

A practical question that arose in this case was the likelihood that the railway might have to pay a full day's pay to a person called out to do 15 or 30 minutes' work. In so far as the article relating to the use of engineers and firemen could be applied, the referee said, the railway could have no complaint.

The referee expressed his decision as follows: "There is no claim for specific relief in this case for any employee, and it will be sufficient to make a declaration upholding the Brotherhood's contention within the limits indicated, and to direct the railway that hostler duties must be assigned within and according to the terms of the collective agreement between the railway and the Brotherhood."

Case No. 814—*Dispute between Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen regarding the claims of regularly assigned hostlers for wages lost when their assignments were reduced from seven to six or five days a week.*

Nine regularly assigned hostlers submitted claims for wages lost because their assignments were reduced from seven to five or six days a week. The company declined the claims.

This dispute is similar to case No. 797 (L.G., Jan., p. 53) and Case No. 810 (L.G., Sept., p. 812) and, like the earlier cases, was heard by the Board in the presence of a referee whose award constituted the Board's decision. And, like those in the earlier cases, the claims arose out of the action of the company in instituting the five-day basic work week that had been provided for in an agreement of May 1, 1955, to take effect on that date.

Notwithstanding this agreement, the short work week was not put into effect by the railway until October 30, 1960. As

was pointed out at the hearing of Case No. 797 referred to above, the employees had been given a 20-per-cent wage increase to compensate them for the shorter week at the time the agreement went into effect.

The referee—the same who had heard the second of the two earlier cases—said in his award, "The issue of principle raised in this case has already been twice considered under collective agreement terms similar in language to that involved here . . .Nothing will be gained by repeating here the reasons given for the conclusions in the above-mentioned cases."

He went on to say that "the only possible lever available to the Brotherhood" was a "Note" appended to an article in a June 1, 1956 collective agreement revision, which read as follows: "Engineers, firemen (Helpers) will be allowed to follow six or seven day assignments unless other arrangements are made between the representatives and the management."

The referee implied some doubt whether this note could be "read into the hostler agreement," but even allowing that it could be, he said that "the reading must take account of the way in which the hostler work week is spelled out in [an article of a] supplementary agreement of December 8, 1959. As so spelled out, the reasoning in the [two earlier decisions] is highly relevant, and it leaves no choice but to dismiss the Brotherhood's claim.

"Assuming that the note imposed an obligation to continue existing six- or seven-day assignments (and in my view this is doubtful), there is nothing in [the article] that brings the note into force with respect to hostlers. [The article] is the operative work week clause as of the day it became effective, and nowhere does it impose an obligation to give more than five-day assignments, and nowhere does it require the railway to continue six- or seven-day assignments which may have been instituted."

Case No. 815—*Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Maintenance of Way Employees regarding the dismissal of an extra gang foreman for alleged unauthorized disposal of company property.*

An extra gang foreman was dismissed by the company on the grounds that he had, without authority, sold railway ties released through the abandonment of a subdivision in Manitoba and had personally taken the money for them.

The union contended that the dismissal was unjustified, that the charges against the foreman had not been substantiated and were so vague and lacking in detail that it would have been difficult to prepare a defence against them even if the accused had been given an opportunity to do so, and that the foreman had not been furnished with details of the evidence against him or given a chance to meet his accusers face to face. On these grounds the union asked for the foreman's reinstatement with full seniority and payment for wages lost, in accordance with the collective agreement.

The company, in its contention, presented written statements by three officials of the company who were said to have investigated the case, and a statutory declaration by the superintendent at Brandon who had granted the foreman a hearing after his dismissal.

The statements of the company's officials purported to be based partly on personal knowledge or investigation and partly on statements obtained from the two farmers, one of whom was alleged to have bought ties from the foreman; and from the son of one of the farmers, who was also alleged to have bought ties from the foreman.

This case was heard by the Board in the presence of a referee, whose aware constituted the Board's decision.

In his award, the referee began by quoting the section of the agreement dealing with discipline and setting up a procedure by which a disciplined employee can obtain a "fair and impartial hearing."

The referee criticized the railway's handling of the grievance that was the basis of the hearing before the Board. He said:

> A "fair and impartial hearing" involves more than asking a disciplined person to reply to an accusation. It involves at the very least a specification and detailing of the basis for the discipline and an opportunity to the accused to meet the evidence against him. This he can only do by having the evidence presented; and it should be the best evidence, adduced through the mouths of those on whose veracity the railway relied, if that is at all possible. Moreover, the evidence must go to support the action taken by the railway; and unless it does, there is no case for the grievor to answer.

It may safely be concluded, the referee said, that the unauthorized disposal by an employee of his employer's property would warrant his discharge as being for just cause. This being so, the disposition of the case turns on whether the foreman in fact committed the wrongs charged against him.

At the hearing, counsel for the railway contended that since it was not a criminal proceeding there was no duty on the railway to prove that the accused was guilty beyond a reasonable doubt, even though the acts with which he was charged could be the subject of criminal charges. It was enough, counsel said, to prove the allegations on a balance of probabilities.

The referee said that he would not dissent from this contention but, even on this basis, it was not enough for the railway to say that it acted in good faith, or that it was honestly of the opinion that the foreman "had dealt with its property as his own."

An employer obliged to respect a standard of just cause for discharge cannot turn the issue into one of its good faith or honesty. It must, if it acts to discharge, be able to establish by credible evidence to the satisfaction of the arbitration tribunal that the grounds on which it acted existed, and further, persuade the tribunal that those acts were enough to warrant the discharge.

I have already said that if the grievor committed the acts of which he was accused, that is, if the Board and referee are satisfied that he did, then there can be no question but that discharge was warranted. It remains then to examine the evidentiary basis of the railway's conclusion that [the foreman] was guilty.

What the company alleged as evidence were the three statements of the two purchasers of the ties and the father of one of them, and the three statements of officers of the railway, coupled with the identification of the accused by his accusers. The railway referred to the statements of the three officers as "reports of company officers who had personal knowledge of facts pointing to [the foreman's] unauthorized activity."

They are no such thing, but rather narratives of hearsay, and hearsay upon hearsay. The only "facts" known by these officers were largely rumours that they had heard and conversations with others who implicated [the foreman] on the basis of rumour; and in one case only was the conversation with a person who stated that he himself had any dealing with [the foreman].

After dealing briefly with the statement of the last-mentioned person, and with the identification of the foreman by him and one of the admitted purchasers as the person who had sold them the ties, the referee continued:

The statements and identification, taken at face value, are fairly conclusive against [the foreman]. But how can they be taken at any value when the makers at no time appeared against [the accused], and when the circumstances of the identification (and especially what preceded it) were not brought out in the open? I pass over the want of detail of day and date, and refrain from enlarging on the vulnerability of evidence of accomplices who take apparently unguarded railway property at night. Neither [of the two witnesses] suggested in their statements that they felt they were buying ties from an authorized person. The understanding (according to [one witness's] statement) that there would be no receipt, the invitation (according to both statements) to come at night and take the number of ties wanted and pay later, and consequent action accordingly, are hardly calculated to establish the good repute of [the foreman's] two accusers.

For the railway, in such circumstances, to act on the accusations without giving [the foreman] any opportunity (before dismissal) to know at least as much as the railway knew, and to adduce, if he could, countering evidence was to take a very long chance that it could satisfy the Board and referee of [the foreman's] guilt. What, indeed, is there to go on except untested accusatory statements by persons whose identity was not disclosed and who turn out to be, by their own confession, implicated in an offence charged against another who stoutly denied it? The question, I repeat, is not what the railway honestly believed but what credible evidence establishes.

The conclusion follows that there is no credible evidence to satisfy the Board and referee that [the foreman] was guilty of unauthorized disposal of company property.

The referee directed that the foreman be reinstated without loss of seniority or other rights, and with compensation for what he has lost in pay entitlement. He reserved jurisdiction to deal with the question of compensation if the parties were able to agree on what it should be, and he asked to be informed within 60 days whether or not the question of compensation had been settled.

Design of Work for the Disabled (*Continued from page 1101*)

In another firm a small device costing approximately $15 enabled a driller with severely reduced arm movement to return immediately to his former job. This modification was so successful that the firm applied it to a large number of their drilling machines.

Many workers are disabled because of back conditions and are unable to carry on in jobs requiring stooping, bending, lifting or carrying heavy loads. The author questions the need for any worker, disabled or not, to be required to work in a "back-breaking" posture. There are, today, many adaptations that, imaginatively used, can do away with much of this back-breaking labour and result in increased efficiency for both disabled and non-disabled workers.

Legal Decisions Affecting Labour

Ontario High Court rules Bell Telephone subsidiary subject to provincial labour legislation; upholds OLRB's consent to prosecute an employer for failure to bargain in good faith

In Ontario, the High Court, in dismissing an application for prohibition to prevent the Ontario Labour Relations Board from considering an application for certification, ruled that the employer-employee relationships of a company in which the Bell Telephone Company had a controlling interest were governed by the provincial Labour Relations Act.

In another decision, the Ontario High Court held that an order of the Ontario Labour Relations Board granting consent to prosecute an employer for an alleged failure to bargain in good faith was within the Board's jurisdiction. The Court ruled further that the Board's decision that the applicant organization was a trade union was a part of the main issue before the Board and consequently not reviewable by the Court in *certiorari* proceedings.

Ontario High Court . . .

. . . rules Bell Telephone Co. subsidiary is not subject to federal labour legislation

On April 16, 1963, Chief Justice McRuer of the Ontario High Court ruled that federal labour legislation, which applies to the labour-management relations of the Bell Telephone Co. as being within the exceptions enumerated in Section 92(10) of the B.N.A. Act, did not cover the labour relations of a subsidiary company in which the Bell Telephone had a controlling interest and which manufactured articles purchased and used by the Bell Company. Consequently, the Court ruled that the labour relations of the subsidiary company were under provincial jurisdiction.

The issue of jurisdiction arose when the United Electrical, Radio and Machine Workers of America applied in February 1963 to the Ontario Labour Relations Board to be certified as a bargaining agent for a unit of employees of Northern Electric Company Limited in Bramalea, Ont. The Northern Electric Employees Association intervened in the application for certification, and District 10 of the Communication Workers of America challenged before the Board the constitutional jurisdiction of the Board to deal with the certification application and later applied to the Court for an order prohibiting the Ontario Labour Relations Board from taking any further proceedings in the application for certification. In this motion it was contended that the Board had no constitional jurisdiction with respect to any application for certification of employees at the said Bramalea plant of Northern Electric.

Further, it was contended by the Communication Workers that, since Bell Telephone owned nearly all the shares of Northern Electric and since the whole or a substantial part of the ouptut of the Bramalea plant was sold to the Bell Company as equipment essential to its operation, the labour relations between Northern Electric and its employees were not within provincial legislative competence but were governed by the Industrial Relations and Disputes Investigation Act, a federal Act. Therefore, the matter of certification was one to be considered by the Board provided for under that Act.

Mr. Justice McRuer ruled the question of the industrial relations of Northern Electric was to be determined by constitutional law and not by the provisions of federal statutes or Ontario statutes. He held that the British North America Act governed the question, although he found Section 53 of the Industrial Relations and Disputes Investigation Act helpful:

> S. 53. Part I applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing,
>
> (b) railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province.

There was no question that the Bell Company works came within paragraph (b).

Paragraph (h) states:

> (h) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Section concludes:

and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

Chief Justice McRuer stated that the problem to be solved was not confined to abstract discussions of authorities on constitutional law and decided cases, but the matter required proof of facts to show within what jurisdiction the relationship of Northern Electric and its employees at the Bramalea plant fell. Evidence indicated that the Bell Company owned 99 per cent of Northern Electric shares, that between the companies there was some interlocking in disability benefits and pension schemes, and finally, that the Bell Company was not the only purchaser of Northern Electric output.

It was argued for the Communications Workers union that certain equipment manufactured by the Northern Electric Company at Bramalea and sold almost exclusively to Bell was essential to the business carried on by the Bell Company which connected Ontario with other provinces and countries.

The Bell Company was incorporated in 1880, under a federal Act which gave it the power to erect and maintain telephone lines and to acquire other telephone companies. In 1882 the Act was amended and the company was empowered to manufacture telephones and other appurtenant equipment.

Section 4 of the amending Act reads:

S. 4. The said Act of Incorporation as hereby amended, and the general works thereunder authorized, are hereby declared to be for the general advantage of Canada.

The Chief Justice stated that the use of those words was meaningless in that Act. *Prima facie* labour relations are matters of property and civil rights within the Provinces and are within the competence of the Legislatures of the Provinces within Section 92 of the B.N.A. Act. That was finally decided in *Toronto Electric Commissioners v. Snider* [1925] 2 D.L.R. 5. It was argued, however, that the labour relations of Northern Electric fell within the exception of Section 92(10) of the B.N.A. Act, which reads:

S. 92(10) Local Works and Undertakings other than such as are of the following Classes,—

a. Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province;

c. Such Works as, although wholly situate within the Province, are before or after their Execution declared by the Parliament of Canada to be for the general Advantage of Canada or for the Advantage of Two or more of the Provinces.

With regard to Section 4 of the 1882 amending Act, Chief Justice McRuer quoted from the judgment of Lord Macnaghten in *City of Toronto v. Bell Telephone Co. of Canada,* [1905] A.C. 52, at p. 60, as follows:

...It declares the Act of Incorporation as ...amended and the works thereunder authorized "to be for the general advantage of Canada". It is not very easy to see what the part of the section declaring the Act of incorporation to be for the general advantage of Canada means. As regards the works therein referred to, if they had been "wholly situate within the province," the effect would have been to give exclusive jurisdiction over them to the Parliament of Canada; but inasmuch as the works and undertakings of the company authorized by the Act of incorporation were not confined within the limits of the province, this part of the declaration seems to be unmeaning.

The Chief Justice went on to point out that Section 92(10)(c) of the B.N.A. Act dealt only with works wholly situated within the Province and since the Bell Company falls within the meaning of Section 92(10)(a) in that the lines connect Ontario with other provinces and countries, the declaration that it is a work for the general advantage of Canada has no meaning as it is not a work "wholly situate within the Province".

To deal with the argument that the Northern Electric plant was an integral part of the Bell Telephone operation, which fell under Section 92(10)(a), and therefore was subject to the provisions of the Industrial Relations and Disputes Investigation Act with regard to labour relations, Chief Justice McRuer considered some relevant cases.

In *Reference re Industrial Relations,* (L.G. 1955, p. 952), the Supreme Court of Canada ruled that stevedoring was an integral part of effective operation of steamships and that legislation in relation thereto can be enacted only by the Parliament of Canada. The Chief Justice felt that the *ratio* in the above case would not apply to the case at bar because of the difference in the facts. He ruled the manufacturing of telephone equipment does not become an integral part of telephone communication merely because it is purchased and used by the Bell Company. The manufacturing could be carried on by another company, or the equipment could be purchased elsewhere if Northern Electric ceased to manufacture it. Moreover, he held that the fact that Bell Telephone purchased most of

the plant's output could not determine whether the labour relations at Northern Electric were to be governed by the federal Act or provincial Act. The Chief Justice did not feel that the *ratio* in the *Stevedoring* case brought Northern Electric's operations within the jurisdiction of the federal Parliament.

Chief Justice McRuer commented on *C.P.R. v. A.-G. B.C.*, (L.G., 1950, p. 217), the *Empress Hotel* case, in which it was contended that labour relations between the employers and employees at the CPR hotel were not governed by the British Columbia labour relations Act but came under the Dominion Act. The Judicial Committee of the Privy Council held that the employer-employee relationships were governed by the provincial Act and that the operation of the hotel, while convenient for the railway, was not necessary to the operation of the railway as such.

The Chief Justice then concluded that Section 4 of the amending Act of 1882 referred to works authorized under that Act, but would not extend to the manufacturing operations carried out by a company in which the Bell Company holds a controlling interest. He ruled that the labour relations at the Northern Electric plant were, "*prima facie*, a matter of property and civil rights within the Province and within the competence of the Legislature of Ontario."

He concluded that to adopt the contention of the Communication Workers union would necessitate minute examination of company output to see what the destination of that output was and that the result would create chaos in the administration of the Ontario Labour Relations Act. Chief Justice McRuer, therefore, dismissed the application for prohibition. *Regina v. Ontario Labour Relations Board, Ex Parte Dunn* (1963), 39 D.L.R. (2d), Part 5, p. 346.

Ontario High Court . . .

. . . upholds Labour Relations Board order giving union leave to prosecute employer

On April 26, 1963, Mr. Justice Schatz of the Ontario High Court dismissed an application for *certiorari* to quash the Ontario Labour Relations Board's order granting a trade union consent to prosecute an employer for an alleged refusal to bargain in good faith for the renewal of a collective agreement. The Court ruled that the Board in granting consent was acting within its jurisdiction, and the question whether the applicant was a trade union was part of the main issue, and not a collateral one, and so not reviewable by the Court.

The employer, the Hamilton Construction Association and Builders' Exchange, and the union, Local 18 of the United Brotherhood of Carpenters and Joiners of America, had a collective agreement which expired in March 1962. The parties, however, could not agree on the terms of a new agreement and, by reason of the employer's actions, the union charged that the employer had failed to negotiate in good faith and sought permission from the Ontario Labour Relations Board to prosecute the employer. As requested, the Board granted consent to prosecute.

There was no evidence that the union was the certified bargaining agent, but the Court concluded that such a certification had taken place before the previous collective agreement had been signed. It was clear, however, that the employer had been negotiating with the union in question and that during the negotiations for a new agreement no question arose as to the right of the organization to act as a bargaining agent because it was not a trade union.

It was clear also that at the time of the hearing before the Board, Local 18 had within its membership members who were, at least from time to time, superintendents and foremen, and who "exercised managerial functions" and therefore did not come within the definition of "employees" under the Ontario Labour Relations Act.

Mr. Justice Schatz, in his reasons for judgment, stated that he was not concerned with the merits of the proposed prosecution or with the correctness of the Board's decision giving leave to prosecute. He thought that the main questions to be answered were whether the Board had the power and the jurisdiction to make the order, did it exercise its jurisdiction properly, and had the Court the right to review the Board's proceedings.

It was contended for the employer that before the Board could consider the merits of the application for consent to prosecute it had to determine whether the applicant was a trade union; that the order of the Board implied that the applicant was a trade union; that, in determining whether the applicant was a trade union, the Board must not violate the provisions of the Labour Relations Act; that the Board did violate the Act and, therefore, the order made was in excess of or beyond its jurisdiction and thus subject to review by *certiorari;* and that the question of whether

the applicant was a trade union was a collateral matter and, therefore, reviewable by the Court on *certiorari*.

The union contended that the Board acted within its jurisdiction and that the Court had no right to review the proceedings or quash the order, even if the determination of the union's status was collateral to the main issue.

Mr. Justice Schatz stated that the sections of the Act relevant to the issue at bar were Sections 74, 79 and 80. Section 74 states:

S. 74(1) No prosecution for an offence under this Act shall be instituted except with the consent in writing of the Board.

(2) An application for consent to institute a prosecution for an offence under this Act may be made *inter alia* by a trade union and, if the consent is given by the Board, the information may be laid *inter alia* by any officer, official or member of the trade union.

The organization which applied for permission to prosecute claimed to be a trade union. The evidence before the Court indicated that argument was addressed to the Board on the hearing to the effect that the applicant organization could not be a union and, while no specific reference was made to this question in the Board's decision, Mr. Justice Schatz found that it was implicit in that decision that the Board did find the applicant organization to be a trade union entitled to apply for permission to prosecute. This raised the questions: "Did the Board have jurisdiction to make such a decision and did it exercise its jurisdiction properly?" and "Has the Court the right to review the proceedings of the Board?"

Section 80 of the Act reads:

S. 80. No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, certiorari, mandamus, prohibition, quo warranto, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

Mr. Justice Shatz believed that this section made it necessary to consider the Court's right to review Board decisions in *certiorari* proceedings. He reviewed the authorities which indicated that *certiorari* lies where there is want or excess of jurisdiction when the inquiry begins or during its progress; when there is an error on the face of the adjudication during the exercise of jurisdiction; or where jurisdiction has been abused, e.g., by misstating the complaint, or by disregard of the essentials of justice and the conditions regulating the functions and duty of the tribunal. Further, the courts are not concerned with the wisdom of the Legislature in giving a particular jurisdiction to an administrative tribunal, but they must ensure that the tribunal adheres to the conferred jurisdiction, that it does not enter an inquiry not within its jurisdiction, and that it does not, after properly entering an inquiry, exceed its jurisdiction, or deprive itself of jurisdiction by doing something unauthorized, or refuse to exercise the conferred jurisdiction.

Next, Mr. Justice Schatz dealt with the question of a collateral matter. He quoted from the decision of Mr. Justice Roach in *Bradley v. Canadian Gen'l Electric,* (L.G. 1957, p. 860) as follows:

When the jurisdiction of an inferior tribunal to decide what I will call the main question before it depends upon a collateral matter, it must, of course, decide that preliminary or collateral matter. It can decide it only on evidence. If there is no evidence, then the existence of the facts on which the tribunal's jurisdiction to proceed further depends has not been established and the tribunal is without jurisdiction to proceed further. If there is evidence then the tribunal weighs it and concludes that the facts on which its further jurisdiction depends either have or have not been proven to exist.

When the decision of the inferior tribunal goes before the Court in certiorari proceedings, the Court will weigh the evidence on the collateral matter and decide whether the inferior tribunal's decision on it was right or wrong. The Court, in the exercise of its supervisory powers, is not confined to determining whether there was or was not any evidence before the inferior tribunal on the collateral matter. If there is evidence the Court will weigh it and having weighed it, may completely disagree with the inferior tribunal's decision on the collateral matter.

He went on to point out that the *Bradley* case ruled that, where the matter is not collateral and is part or the whole of the main issue the inferior tribunal decided, the Court is entitled only to examine the record to determine whether there was any evidence before the inferior tribunal. The case also held that the Court can do this only when no privative clause exists. The Court is precluded from doing this in cases where there is a privative clause in the Act creating the tribunal.

Moreover, the *Bradley* case held that the Court, during *certiorari* proceedings when no privative clause exists, had the power to examine the record of the inferior tribunal and the power to quash the decision of the tribunal if an error on the face of the record is apparent. Also, in *certiorari* proceedings, if the inferior tribunal has acted beyond its jurisdiction, then the Court has power to quash the tribunal's decision as having been made without jurisdiction. When a privative clause

exists, however, the Court may only determine whether the tribunal has acted within the limits of its jurisdiction. Mr. Justice Roach, in the *Bradley* case, defined collateral matter in the following words: "a collateral matter must be something lying aside from the main issue and in that sense extrinsic to it."

Mr. Justice Schatz noted that the cases decided before 1962 had to be read not only in the light of the privative Section 80 of the Labour Relations Act, but also of Section 79 as amended 1961-62 (Ont.), c. 68, S. 13. He concluded that the Court, in the case at bar, was entitled only to determine whether the Board had acted within its jurisdiction, including the question whether the Board had abused or lost its jurisdiction after properly entering the inquiry.

The powers and jurisdiction conferred by Section 79 of the Act as amended are:

> 79(1) The Board has exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and to determine all questions of fact or law that arise in any matter before it, and the action or decision of the Board thereon is final and conclusive for all purposes, but nevertheless the Board may at any time, if it considers it advisable to do so, reconsider any decision, order, direction, declaration or ruling.

Mr. Justice Schatz believed the section as amended gave the Board "wide and all-embracing powers." He said he had considered Mr. Justice Laidlaw's decision in *R. v. Ontario Labour Relations Board, Ex. p. Ontario Food Terminal Board* (L.G., Oct., p. 909) as to the validity of the amended Section 79, but he believed he had to accept and apply the statute as he found it. At the same time, he thought it was necessary "to consider the limits of the jurisdiction granted by the statute." He ruled that the duties and powers conferred by Section 79 gave the Board the right to make the decision that had been challenged in the case at bar. Mr. Justice Schatz stated that whether or not a trade union existed must be determined in many matters before the Board and to say that the Board did not have the jurisdiction to make such a determination would interfere with "the operations of the Board as they were contemplated in its establishment."

Furthermore, Mr. Justice Schatz ruled that the question of whether the applicant was a trade union was part of the main issue and not a collateral issue. He felt that the Board had properly entered the inquiry and was within its jurisdiction.

It was contended for the employer, however, that the Board "acted in excess of or abused its jurisdiction" by making a decision in contravention of the provisions of the Act. Moreover, it was argued that the Ontario Labour Relations Act is based on the principle of dealing with two opposing groups, employers and employees. The Act, in defining a "trade union," states that it "means an organization of employees."

Section 1(1)(j) of the Act defines a trade union as follows:

> 1(1)(j) "trade union" means an organization of employees formed for purposes that include the regulation of relations between employees and employers and includes a provincial, national or international trade union.

It was contended that this definition confines membership of a trade union to employees only. It was submitted that evidence clearly showed, however, that the applicant union had within its membership persons of managerial status and therefore could not be a trade union. It was further argued that the Board, finding that the applicant was a trade union, contravened the Act and violated the true intent and meaning of the Act.

Mr. Justice Schatz noted that Section 1(3)(b) of the Act reads as follows:

> 1(3) For the purposes of this Act, no person shall be deemed to be an employee,
>
> (b) who, in the opinion of the Board, exercises managerial functions or is employed in a confidential capacity in matters relating to labour relations.

The evidence showed that about 75 per cent of superintendents and non-working foremen remained and participated fully as active members of Local No. 18 after their appointment to those positions. Counsel for the employer claimed that the decision of the Board that the applicant was a union in the light of this evidence constituted an abuse of or an excess of the Board's jurisdiction and therefore was subject to review on *certiorari*.

Mr. Justice Schatz disagreed. He ruled that this was a matter that the Board had jurisdiction to determine and, in view of the past history of the union and the evidence before the Board, he did not consider that the action of the Board was such a disregard of its statutory duty or of the provisions of the Act or so contrary to the true intent and meaning of the Act that it would constitute an abuse of jurisdiction.

Further, Mr. Justice Schatz added that, even if the question of the said Local being a trade union were a collateral issue, and even if the Court could then review the evidence with a view to quashing the Board's decision, he would not disagree with the Board's finding.

The Court dismissed the application to quash the order of the Board. *Re Hamilton Construction Association & Builders' Exchange and Ontario Labour Relations Board,* (1963), 39 DLR (2d), Part 5, p. 338.

Recent Regulations under Provincial Legislation

P.E.I. sets minimum wage for potato warehousemen. Alberta issues apprenticeship regulations for appliance servicemen and Saskatchewan issues first trade rules for machinist trade

In Prince Edward Island, a new male minimum wage order was issued, establishing a minimum wage of 85 cents an hour for potato warehousemen.

Alberta recently published its first apprenticeship regulations for the trade of appliance serviceman.

In Saskatchewan, the machinist trade was recently brought under the Apprenticeship and Tradesmen's Qualification Act and the first trade rules were issued.

Quebec has revised its plumbing code to bring it into line with technical developments in the field.

The regulations under the New Brunswick Workmen's Compensation Act have been re-issued with a few changes.

Alberta Apprenticeship Act

In Alberta, the Provincial Apprenticeship Board recently issued its first apprenticeship regulations for the trade of appliance serviceman, which was declared an apprenticeable trade in September 1962.

To be eligible for apprenticeship in the trade of appliance serviceman, an applicant must be at least 16 years of age and have not less than Grade 10 education with Mathematics 10 or Mathematics 12, or equivalent. An applicant who has not Grade 10 standing, however, may become an apprentice with the approval of the Director of Apprenticeship after appropriate examination.

The term of apprenticeship is four years, including a three-month probationary period, with the customary allowance for vocational or technical training or previous experience in the trade. The term of apprenticeship is also four years in 12 other designated trades, including the trades of electrician, radio technician and refrigeration mechanic.

An employer engaged in the appliance serviceman trade who employs a journeyman or who is himself a journeyman may hire one apprentice, except that, where circumstances warrant it, the Local Advisory Committee may recommend that additional apprentices be employed.

The requirements with respect to attendance at educational classes, the instruction and practical training to be given by employers, annual certificates of progress and final certificates of qualification, and hours of work are similar to those in other provincial apprenticeship rules.

During the first year of employment, an apprentice in the trade of appliance serviceman must be paid not less than 55 per cent of the prevailing journeyman's wage. This rate must be increased to 65 per cent the second year and to 75 per cent the third year. In the fourth year of apprenticeship, the minimum payable to an apprentice is 85 per cent of the journeyman's rate.

The new regulations were gazetted on October 15 as Alta. Reg. 450/63.

N.B. Workmen's Compensation Act

In New Brunswick, the regulations under the Workmen's Compensation Act have been re-issued with a few changes. The revised regulations were approved by O.C. 63-729 and gazetted on October 16.

The following industries have been added to Part I of the Act: the New Brunswick Electric Power Commission, the Workmen's Compensation Board, and the cutting of Christmas trees.

A new provision authorized the Workmen's Compensation Board to pay compensation to a workman or his dependants who reside outside the province of New Brunswick, for injuries or death occurring within the province. Payment will be made only in cases where the laws of the province, state or country in which the workman or his dependants reside provide for

compensation payments comparable to those provided by the New Brunswick legislation for residents of the province.

Another new provision sets out the procedure to be followed when matters are referred to a medical referee.

P.E.I. Male Minimum Wage Act

In Prince Edward Island, a new male minimum wage order establishing a minimum wage of 85 cents an hour for potato warehousemen, approved by Minute-in-Council 611/63, was gazetted October 19, to take effect from date of publication.

This 85-cent-an-hour rate applies to all male workers employed in the handling, grading or bagging of potatoes in a potato warehouse other than on farm premises.

A general order for men issued last May set a minimum wage of 90 cents an hour, with provision for increases to 95 cents an hour on November 1, 1963 and to $1 an hour on May 1, 1964. Among other exemptions, this general order excluded male employees under the age of 21 and persons employed in the grading, bagging or packaging of potatoes on farm premises.

Quebec Pipe Mechanics Act

Quebec has revised its Plumbing Code to bring it into line with technical developments in the field.

Cited as "The Plumbing Code of the Province of Quebec," the revised Code was drawn up by a committee composed of the Board of Examiners of Pipe Mechanics and representatives of the Corporation of Plumbing and Heating Contractors of the Province of Quebec. It was approved by O.C. 1189 on July 19 and gazetted October 26, to go into force on January 1, 1964, replacing a 1951 edition of the Code.

As before, the Minister of Labour has general responsibility for this legislation, which is administered by the Board of Examiners of Pipe Mechanics.

The Code applies to all plumbing installations, including alterations and additions, and to gas installations in all municipalities with a population of 5,000 or more, with the exception of those enforcing a municipal by-law with at least equivalent standards. The Code sets out detailed standards governing plumbing installations. No plumbing system may be installed or altered without a permit from the Board. (A permit is not required for minor repairs, however.)

Only a licensed plumbing contractor may obtain a permit, and he is required to submit plans and specifications when applying for a permit. The work must be inspected by the Board before the installation is put into use.

The Code also includes standards for gas installations.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

In Saskatchewan, the machinist trade was recently designated a trade under the Apprenticeship and Tradesmen's Qualification Act, and the first trade rules were published on October 25th and went into force on November 1.

In the regulations (O.C. 1839/63), the "machinist trade" is defined as the skillful operation and care of machines and hand tools required to turn, shape, bore, drill, broach, or grind either metal or plastic substances into any shape, and to a finish and tolerance as may be required.

The minimum number of hours to be worked before a person may obtain a certificate of journeyman's status in the machinist trade is 8,000 hours, including time credits for appropriate trade training.

The ratio of apprentices to journeymen in any establishment is one to one, except that an employer who does not employ any journeymen is allowed one apprentice.

A provincial quota is also set. The total number of registered apprentices may not exceed one third of the total number of journeymen engaged in the machinist trade in the province.

In line with the practice in other trades, the regulations permit one person in any establishment who is engaged full-time in the business of the machinist trade, who is not a journeyman and who regularly works at the trade, to enter into a contract of apprenticeship with the Director of Apprenticeship. This provision makes it possible for proprietors of small machine shops, particularly in rural areas, to take advantage of training opportunities.

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit on September 30 virtually same as total month and year earlier

Claimants for unemployment insurance benefit numbered 186,300 on September 30. This figure was a little more than 3 per cent below the total of 192,500 on August 30 and about 6 per cent below the figure of 197,800 on September 28, 1962.

Slightly more than 25 per cent of the claimants had been on continuous claim for more than 13 weeks.

Initial and renewal claims filed during September numbered 92,900—nearly 10 per cent more than the 86,200 in August, but 5 per cent fewer than the 98,300 in September 1962. Of the total claims in September this year, about 88,000, or 95 per cent, were on behalf of persons who had been separated from employment during the month.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in September was estimated at 133,000, compared with 141,900 in August and 142,600 in September 1962.

Payments during the month totalled $12,500,000, compared with $14,000,000 in August and $12,700,000 in September 1962.

The average weekly payment per person was $23.54 in September, $23.50 in August and $23.36 in September 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,732,719 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1.

On September 30, registered employers numbered 338,102, an increase of 333 since August 31.

Enforcement Statistics

During September, 11,796 investigations were conducted by enforcement officers across Canada. Of these 7,613 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 323 were miscellaneous investigations. The remaining 3,860 were investigations in connection wth claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 283 cases, 121 against employers and 162 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,762.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled $29,718,170.57, compared with $29,579,502.02 in August and $28,446,807.50 in September 1962.

Benefits paid in September totalled $12,527,626.72, compared with $14,007,036.69 in August and $12,664,200.98 in September last year.

The balance of the Fund on September 30 was $24,291,408.68; on August 31 it was $7,100,864.83, and on September 30, 1962 it was $75,616,370.94.

*These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

Placement operations in National Employment Offices maintained a high level during October.

Of the total of 106,200, male placements during October amounted to 75,300 or 70.9 per cent. In the ten months of 1963 ending in October, 972,900 placements were effected, 13.9 per cent lower than at the end of the previous October, but higher than in any other postwar year. Of the ten-month total, some 651,400 of the workers placed were males, and 321,500, females.

Vacancies notified by employers during the month numbered 136,600, of which 92,400, or 67.6 per cent, were for men and 44,200 for women. In comparison with October 1962, vacancies for male workers were lower by 9.0 per cent, and those for female workers showed a slight loss, with a resultant over-all decrease of 7.4 per cent.

For the first ten months of 1963, vacancies notified totalled 1,209,300. This is about midway between the record volume of the corresponding ten months in 1962 and the number reported in the same period in 1961.

The regional distribution of placements in October 1963 and in the ten months ended in October 1963 was:

Region	*October*	*Ten Months Ended October*
Atlantic	8,400	68,800
Quebec	29,100	269,500
Ontario	40,100	342,300
Prairie	19,000	170,200
Pacific	9,600	122,200

During October, 6,400 or 6.0 per cent of all placements involved the movement of workers from one area to another, a slightly larger proportion than in October a year ago.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2248, October 9, 1963

Summary of the Main Facts: The claimant, 73 years of age, filed an initial application for benefit on December 12, 1962 and was registered for employment as a hand presser. He had worked for a manufacturing tailor from 1957 to December 7, 1962, when he became separated from his employment. He explained that he had worked full time until December 7 but was now working short time, that is, every other week.

In the Confirmation of Separation (Form UIC 479) the employer stated: "For reasons of age and health, this man will be working on a part-time basis from now on. It is expected that he will work alternate weeks. Another person in same physical condition will do the same, so that between the two the job will be kept up." The claim was allowed.

A medical certificate, dated January 8, 1963, stated that the man "does periodically suffer from bronchitis and asthma but is quite capable of doing suitable work, if available. He is in good health otherwise."

On February 7, during a week that he was off, the claimant broke his wrist. In a report of possible disqualification (Form UIC 493A) addressed to the insurance officer on March 7, the manager of the local office stated:

. . . Claimant has been working on a short time basis . . . (alternate weeks). The last week he worked was week of 27 Jan. to Feb. 1. On the 7 Feb. he injured his wrist and had to give this job up (temporarily). Is claimant entitled to benefits while sick Claimant shows sickness from 10 Feb. 1963.

A note made March 14 on the Form UIC 493A pointed out that the injury occurred during the claimant's week off.

The insurance officer disqualified the claimant and suspended benefit from February 10, 1963, because he had ceased to work by reason of injury (section 66 of the Act). The insurance officer notified the claimant of the disqualification in a letter dated March 19, 1963.

The claimant appealed to a board of referees on the ground that as he was already on claim, he should have continued to receive benefit.

In the submission to the board of referees dated April 18, 1963, the insurance officer stated:

On 11 April 1963 the local office called the employer who stated that the claimant had worked the week commencing 27 January 1963 (all week) and the week commencing 3 February 1963 was his regular week off. He was to have reported for work on 11 February 1963 but did not because of injury.

The unanimous decision of the board of referees which heard the case on May 3 quoted the claimant's union representative that the claimant hurt his wrist during "the week he was on claim and, as he was supposed to have reported for work the following week, he was unable to do so because of his injury. Section 66 of the Act states in part that 'no person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason of such illness, injury or quarantine, etc.' " The board's decision continued:

The board, after considering the evidence and statements, is of the opinion that the claimant is entitled to benefit as he had been drawing the same prior to his injury. Although CUB 1238 (L.G. 1956, p. 888) dismisses an appeal by an insurance officer from a decision of a board such as this, CUB 1240 (L.G. 1956, p. 889) in our opinion does not apply. We find that:

(a) the claimant ceased to work on 10 Feb. 1963, by reason of injury.

(b) the board has been asked to find whether or not the claimant should be disqualified from receiving benefit for the duration of his incapacity commencing 10 Feb. 1963, and we find that because the claimant suffered injury while on benefit that he not be disqualified from receiving benefit but that he is entitled to obtain the same.

The appeal is allowed.

The insurance officer appealed to the Umpire on June 24, 1963, and said:

The board of referees erred in allowing the claimant's appeal against the insurance officer's decision with respect to the disqualification imposed under section 66 of the Act because the claimant did in fact lose his employment or cease to work because of injury and there was work for him on his next regular working day.

The insurance officer's grounds of appeal, which are contained in a submission received in the office of the Umpire on July 4, 1963, read:

. . . 2. Subsequently, while reporting on continuing claim, the claimant submitted a certificate of illness which certified to the fact that on February 7, 1963 he had suffered a fracture of his right wrist and, in the opinion of the doctor, would be unable to resume work until approximately 22 March 1963. The claimant had worked the full working week commencing 27 January 1963, and was off work during the week commencing 3 February 1963, on his regular pattern of working alternate weeks. But for his injury, he would have worked again the full working week commencing 10 February 1963.

3. It is submitted that a person who becomes ill or is injured while working less than full time, on a regular pattern, is disqualified from receiving benefit under section 66 as from his next regular working day, because he has in fact lost his employment or ceased to work by reason of illness or injury, as the injury is the only cause which prevented him from working on his regular working day (CUB 1977).

4. The fact that the claimant fulfilled the first part of section 66, in that he had already become entitled to receive benefit and was continuing to be so entitled at the time he became ill, is not a determining factor in this case, since the last part of section 66 specifically provides for the disqualification of a person who has lost his employment or ceased to work by reason of illness or injury even if he fulfills the first part of section 66.

5. The claimant's loss of employment on 10 February 1963, was by reason of the injury which he suffered on 7 February 1963. There was no gap in the claimant's pattern of employment, and this fact is clearly borne out by the evidence presented.

6. It is respectfully submitted that the board of referees' decision be reversed.

The Amalgamated Clothing Workers of America, Local 210 and 521, requested an oral hearing of the case before the Umpire, which was held in Ottawa on September 27, 1963. The claimant was represented by an official of the Canadian Labour Congress, and the Commission by one of its solicitors.

Considerations and Conclusions: The record shows that the claimant's contract of employment called for working on alternate weeks and that the only reason he did not work in accordance with the terms of his contract on February 10, 1963 was because he had become incapable of work by reason of injury on February 7, 1963.

Under those circumstances I consider that, in accordance with the principles established by the Umpire in decisions CUB 1240 and CUB 2202, the fact that the claimant fulfilled the first part of section 66 of the Act is not a determining factor in his case since the last part of that section unconditionally provides for the disqualification of a person who has lost his employment or has ceased to work by reason of illness, etc. The jurisprudence established by the Umpire in the aforementioned decisions is distinctly to the effect that a person who has become incapable of work by reason of illness, etc., while working on a short time basis on a regular pattern is, pursuant to section 66 of the Act, disqualified from receiving benefit as from his next regular working day.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

Decision CUB 2249, October 9, 1963

Summary of the Main Facts: The claimant filed an initial application for benefit on March 4, 1963 and was registered for

employment as a routeman. He had worked for a dairy company as a routeman from July 7, 1961 to February 25, 1963, when, according to his statement in the application, he was "Fired. My employer states I hooked my bumper on the loading chute and deliberately backed up."

The Confirmation of Separation (Form UIC 479), which was completed by the employer and received in the local office on March 11, 1963, states: "Work was unsatisfactory."

The local office wrote to the employer on March 11 and requested further information in regard to the claimant's separation from employment. The employer's reply, dated March 18, 1963, reads:

As previously stated this man's work had been unsatisfactory previous to being fired but when his employment was discontinued he did damage to a company vehicle to the amount of $65.83. An independent witness was called in and advised that a charge of wilful damage be laid.

The insurance officer disqualified the claimant and suspended benefit from March 3 to April 6, 1963, inclusive, on the ground that "you were responsible for losing your employment . . . on 25 February 1963 and are therefore considered to have left this employment voluntarily, without just cause within the meaning of the Unemployment Insurance Act." (section 60(1) of the Act). The insurance officer notified the claimant of this disqualification in a letter dated March 21, 1963.

The claimant appealed to a board of referees. The board of referees, at a session held on May 3, 1963, adjourned the hearing of the case in order that a report of the findings of the arbitration board could be made available to it.

The arbitration board considered the grievance on May 3. That board's award reads:

The grievor . . . complained to the Board that he had been discharged by the Company, not "for cause" as is provided in the collective bargaining agreement.

IT APPEARING that after evidence was led by the parties, it seemed prudent to attempt to effect a conciliation of the matters in dispute between them; and

IT APPEARING the grievor had been suspended on February 26, 1963, and had therefore been out of employment for two months and five days as of the date of the hearing, and had been unemployed since that date; and

IT APPEARING that, however culpable the grievor may or may not have been for the event of February 25, 1963 that was the immediate cause of his suspension, the cessation of his employment for two months and five days was adequate punishment for any responsibility he may have had for the event in question; and therefore,

BY CONSENT OF THE PARTIES, IT IS HEREBY ORDERED:

1. That the grievor be restored to employment by the Company, effective May 2, 1963;
2. That the nature of his employment with the Company be the same as it was before February 25, 1963;
3. That the grievor suffer no monetary decrease in his rate of income from the time of his previous employment to his re-employment; and
4. That no action be taken against the grievor by the Company for his alleged negligence of February 25, 1963.

The insurance officer informed the board of referees as follows:

The board's attention is drawn to the fact that the claimant was reinstated on his job effective 2 May 1963 and such reinstatement was not made retroactive to the date he was dismissed by his employer, namely 25 February 1963. In view of this, the insurance officer has made no change in the decision as it is considered that the period of time the claimant was off was considered a penalty by the arbitration board.

The board of referees heard the case on June 5, 1963. The claimant and his representative attended the hearing. The decision of the board of referees reads:

We have before us for consideration the text of the award made under the terms of The Collective Bargaining Agreement Board of Arbitration and we quote: "It appearing that however culpable the grievor may or may not have been for the event of February 25, 1963, that was the immediate cause of his suspension, that the cessation of his employment for two months and five days was adequate punishment for any responsibility he may have had for the event in question."

We find that the claimant was responsible for losing his employment . . . from the 25 February to the 2 May 1963 . . . .

Our unanimous decision is that the appeal be dismissed and the qualification imposed by the insurance officer confirmed.

The Canadian Labour Congress appealed to the Umpire on the ground that the board of referees had failed to heed the relative jurisprudence under the Unemployment Insurance Act. The Congress also requested an oral hearing of the case before the Umpire, which was held in Ottawa on September 27, 1963.

Considerations and Conclusions: According to the information contained in the record, the claimant lost his employment on February 25, 1963 because his "work had been unsatisfactory previous to being fired." It is only after he had been discharged that, as the employer said after being told the story by a so-called "independent witness" who at no time was requested to give evidence orally or in writing, the said claimant allegedly "did damage to a company vehicle."

(Continued on page 1136)

Wage Schedules Prepared and Contracts Awarded during October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 280 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 184 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 196 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	170	$922,176.00
Post Office	6	58,124.00
Public Works	4	27,636.00
Royal Canadian Mounted Police	16	62,208.61

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person sharll be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of $2,063.32 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 45 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in October

DEPARTMENT OF AGRICULTURE

Kapuskasing Ont: Mattagami Construction Co Ltd, alterations to pole barn & implement storage bldg. *near Fork River Man:* J S Quinn Construction Co Ltd, construction of Mossy River Dam. *near Russell Man:* Beattie Ramsay Construction Co Ltd, construction of Assiniboine River Project—Shellmouth Dam (Contract No 1—test fill). *Lacombe Alta:* Lockerbie & Hole Western Ltd, installation of water conditioning equipment for steam heating, Experimental Farm.

ATOMIC ENERGY OF CANADA LIMITED

Whiteshell Man: Simon-Day Ltd, Day of Canada Division, installation of ventilation system, WR-1 Reactor, Nuclear Research Establishment.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: B & N Services Inc, installation of refrigerators in Boulevard Pie IX Apts; Arco Appliance Co, installation of gas ranges in Boulevard Pie IX Apts & Villeray Terrasse Apts; St Lawrence Steeplejacks, interior painting of public areas, Boulevard Pie IX Apts; St Lawrence Steeplejacks, interior painting of apts, Terrasse Belleville; St Lawrence Steeplejacks, interior painting of apts, Boulevard Pie IX Apt. *Val d'Or Que:* Nazalpino Construction, renovations to exterior stairs & balcony platforms of housing project. *Ville St Michel Que:* Connolly & Twizell Ltd, renovations to boiler rooms at Terrasse St Michel Housing Project. *Pinawa Man:* Louis Ducharme & Associates Ltd, construction of service station (AECL Job 52).

In addition, this Corporation awarded 13 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Seven Islands Indian Agency Que: Tremblay & Lapointe Inc, construction of teacher's residence & extension to Romaine Indian day school, Gethsemani. *Kenora Indian Agency Ont:* Dick Bond Ltd, gravelling & grading of road, Islington IR No. 29; Jack H Edwards Diamond Drilling Ltd, installation of sewage disposal system, Kenora IRS. *Sault Ste Marie Indian Agency Ont:* Towland Construction Ltd, rock cuts, Spanish River Reserve. *Meadow Lake Indian Agency Sask:* Bauman's Plumbing & Heating, revisions to sewage disposal system, Beauval IRS. *Edmonton Indian Agency Alta:* Gateway Electric Ltd, electrical wiring of houses & porches, Alexander IR. *Fort Vermilion Indian Agency Alta:* Peace River Sheet Metal Works Ltd, replacement of heating system, Fort Vermilion IRS. *Saddle Lake Indian Agency Alta:* Hamilton Construction Co Ltd, construction of road, Cold Lake Reserve, Rousseau Equipment Ltd, gravelling & repairs to roads, Saddle Lake & Goodfish Lake Indian Reserves. *Stuart Lake Indian Agency B C:* K Moore & Co Ltd, replacement of water supply line, Lejac IRS.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Curran & Briggs Ltd, reconstruction of parking apron at hangars 2, 3 & 4, RCAF Station. *Dartmouth N S:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, replacement of transformer structures, RCNAD; Pryor

Construction Ltd, construction of helicopter haul-down pad, HMCS *Shearwater*. *Halifax N S:* Foster Wheeler Ltd, replacement of stoker in CHP, HMCS *Stadacona*; Steen Mechanical Contractors Ltd, installation of refrigeration system, Osborne Head. *Shearwater N S:* Trynor Construction Co Ltd, asphalt repairs to runway 02-20, RCN. *Longue Pointe Que:* Jack Braithwaite Industries, replacing asphalt shingles on four bldgs, Ordnance Depot. *Montreal Que:* Citadel Plumbing & Heating Corp, installation of two oil-fired boilers, Armoury, 4625 St Catherine St West. *Ville La Salle Que:* Always Maintenance Construction Ltd, repair & floodcoating roofs of three bldgs, HMCS *Hochelaga;* Bemac Protective Coatings Ltd, repairs to upper roof of wardroom, HMCS *Hochelaga*. *Camp Borden Ont:* E S Fox Plumbing & Heating Ltd, relocation of water line (lecture training bldg No 182). *Trenton Ont:* H J McFarland Construction Co Ltd, repairs to runway 06-24, RCAF Station; Quinte Roofing Ltd, reroofing four bldgs, RCAF Station. *Portage la Prairie Man:* Majestic of Canada, installation of forced air gas furnaces in 186 PMQs, RCAF Station. *Moose Jaw Sask:* A W Homme Ltd, supply & installation of jet fuel storage & handling facilities, RCAF Station. *Edmonton Alta:* Burns & Dutton Construction (1962) Ltd, supply & installation of enlarged main transformer in substation, Griesbach Barracks. *Aldergrove B C:* Wrights' Canadian Ropes Ltd, farm fencing. *Chilliwack B C:* Permasteel Engineering Ltd, erection ot steel prefabricated bldg. *Comox B C:* Miller Cartage & Constructing Ltd, installation of storm sewers, RCAF Station. *Vancouver B C:* General Construction Co, improving drainage & rebuilding roadways, South Jericho.

DEPARTMENT OF DEFENCE PRODUCTION

Charlottetown P E I: John Wilson, renovations to boiler room, Armoury. *Summerside P E I:* Berken Painting Co, repainting interior of Hillcrest housing units. *Bedford N S:* Northern Roofing & Metal Workers Ltd, renewal of roofing on bldgs 40 & 142, RCN Magazine. *Halifax N S:* James F Lahey Ltd, interior painting of bldgs, DND (Army); Martin & Moore Ltd, exterior painting of various bldgs, HMCS *Stadacona;* L E Powell & Co Ltd, repairs to timber cribwork, shore protection, Osborne Head Gunnery Range; L G & M H Smith Ltd, replacement of crane rail system, jetty No. 3, HMC Dockyard. *Newport Corner N S:* Ralph & Arthur Parsons Ltd, repairs to bridge & culverts, Naval Radio Station. *Valcartier Que:* Belleville Ent & Construction Inc, installation of ventilation & reset insulation in PMQs, Garceau St, Camp. *Camp Borden Ont:* Fiber-Plast Co Ltd, application of plywood & expoxy laminate around bathtubs in 100 PMQs, RCAF Station. *Hamilton Ont:* L A Oliver, reshingling exterior walls of bldgs Nos 2 & 5, HMCS *Star*. *Kapuskasing Ont:* Cypress Rapids Construction Ltd, repairs to foundations, Armoury. *Kingston Ont:* L M Welter Ltd, replacement of manholes on distribution system. *Petawawa Ont:* Edmund Turcotte, installation of reinforced concrete floors in Camp. *Alsask Sask:* C M Miners Construction Co Ltd, renovation of GATR bldg. *Cold Lake Alta:* Crusader Fence Ltd, installation of security fencing, RCAF Station; Norma Nilsen Construction Ltd, construction of mezzanine floor in mobile support bldg, RCAF Station. *Comox B C:* Ed Sawchuk Contracting Co Ltd, construction of flight lunch preparation room, combined mess, RCAF Station. *Nelson B C:* Biltmore Millwork & Construction, renovations to Armoury. *Victoria B C:* Smith-Anderson Co Ltd, asphalt roofing of bldgs Nos 1058 & 1125, Work Point Barracks.

In addition, this Department awarded 61 contracts containing the General Fair Wages Clause.

DEPARTMENT OF FISHERIES

Qualicum Beach B C: Skyline Construction Ltd, construction of bungalow.

NATIONAL HARBOURS BOARD

Halifax N S: Pryor Construction Ltd, construction of office bldg, Shed 23. *Montreal Que:* Cambrian Construction Ltd, construction of transit shed, Section 66. *Three Rivers Que:* Cap Construction Ltd, construction of transit shed, Sections 13 & 14 (Stage No 1). *Vancouver B C:* Brockbank & Hemingway Ltd, construction of restaurant at Campbell Avenue Fishermen's Wharf.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

St John's Nfld: Royle Excavating Co Ltd, paving of sidewalks & parking area, Signal Hill National Historic Park. *Port Royal N.S.:* Acadia Construction Ltd, paving of parking area, Port Royal National Historic Park. *Quebec Que:* Boyles Bros (Quebec) Ltd, drilling

72671-1—6

of drainage holes under Dufferin Terrace. *Prince Albert National Park Sask:* P A Electric Service Centre Ltd, installation of underground wiring for electrical distribution, Waskesiu marina development. *Banff National Park Alta:* G C McLeod & Co Ltd, construction of sewage disposal system, Upper Lake Louise.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 43 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Elora Ont: Pearce Construction Ltd, construction of sanitary sewers & sewage pumping stations (Contract A); Johnson Bros Co Ltd, construction of sewage treatment plant (Contract B). *Wingham Ont:* Cornell Construction Co Ltd, construction of sanitary sewerage system & storm sewers. *Charleswood Man:* Simkin's Construction Co, construction of interceptor, Chalfont St to Dieppe Road; Patrick Construction Co Ltd, construction of interceptor on Roblin Blvd from Dieppe Road to Community Row; Simkin's Construction Co, construction interceptor on Community Row from Roblin Blvd to Perimeter Highway & Wilkes Ave. *St James & Charleswood Man:* Nelson River Construction & Rowland Claydon Construction, construction of three pumping stations, comminutor stations & gate chambers, Conway & Portage Sts, Ainslie & Assiniboine Sts & Woodhaven & Assininiboine Sts; Macaw & MacDonald Ltd, construction of pumping station & gate chamber, Community Row & Roblin Blvd. *West St Paul Man:* Peter Leitch Construction, construction of sludge drying beds, Perimeter Highway north; Inspiration Ltd, supply & installation of sludge forcemain, north end treatment plant to Perimeter Highway east. *Winnipeg Man:* Simkin's Construction Ltd, extensions to north end sewage treatment plant (Contract B); Nelson River Construction & Simkin's Construction, construction of St James interceptor, Conway S to Harris Blvd; Bird Construction, construction of Perimeter Road sewage pumping station, Wilkes Ave & 1000′ E of Perimeter Highway; Associated Plumbing & Heating Ltd, alterations to Ash St & Marion St pumping stations; Nelson River Construction Ltd, construction of Marion St forcemain & bridge crossing; Nelson River Construction & Pearson Construction, construction of Assiniboine River & Sturgeon Creek crossings, St James interceptor.

DEPARTMENT OF PUBLIC WORKS

Burgeo Nfld: J J Hussey Ltd, construction of fisheries officer's residence. *Daniel's Harbour Nfld:* Vaughn Construction Co Ltd, construction of fisheries officer's residence. *Gaskiers Nfld:* Benson Builders Ltd, wharf improvements. *Grand Bank Nfld:* H. Drover & Co. Ltd, breakwater repairs. *Gull Island Nfld:* Spracklin & Reid Ltd, dredging (removal of rocks). *Hant's Harbour Nfld:* Avalon Construction & Engineering Co Ltd, breakwater repairs. *Portugal Cove South Nfld:* Avalon Construction & Engineering Co Ltd, breakwater repairs. *Red Cove Nfld:* Guy H Eveleigh, construction of landing wharf. *St John's Nfld:* Benson Builders Ltd, harbour improvements (gate house). *Tors Cove Nfld:* Tors Cove Trading Co Ltd, wharf extension.

Alberton P E I: Ralph Ford, harbour improvements (transit shed). *Auld's Cove N S:* F W Digdon & Sons Ltd, harbour improvements (dredging & wharf extension). *Cape John N S:* R A Douglas Ltd, wharf repairs. *Halifax N S:* L G & M H Smith Ltd, construction of retaining wall, Fisheries Research Board. *Hall's Harbour N S:* Colin R MacDonald Ltd, breakwater reconstruction. *Lower Wedgeport N S:* Vincent M Babin, breakwater repairs. *Meteghan River N S:* Bernard & Gerard Lombard, breakwater repairs. *Pondville N S:* Gerald J Forgeron, west breakwater repairs. *Pugwash N S:* R A Douglas Ltd, construction of wharf. *Andover N B:* Coronet Paving Ltd, alterations to exterior canopy, Customs & Immigration Bldg. *Rexton N B:* Century Construction Ltd, exterior repairs & alterations to post office bldg.

Contrecœur Que: Les Entreprises Jean R Denoncourt Enrg, construction of retaining walls; Welco Construction Inc, construction of protection works on Mr Y Reed's property, St Laurent du Fleuve. *Deschaillons Que:* Edmond Bouchard Ltd, wharf repairs. *Grande Riviere Que:* Bisson Construction Inc, harbour repairs. *Gros Cap M I Que:* Emmanuel LeBlanc, wharf repairs. *Kenogami Que:* Girard & Freres Enr, interior alterations, Post Office Bldg. *Lac Duparquet Que:* Charest Construction Ltd, wharf repairs. *Lanoraie Que:* Turnbull Construction Inc, construction of protection works. *Matane Que:* Allmo Paving Ltd, construction of protection works. *Matapedia Que:* Kelly Construction Co Ltd, repairs to Matapedia Bridge. *Mont Joli Que:* C Maurice Ross, alterations & addition to federal

bldg. *Mont Louis Que:* Chabot & Chabot, Gaspe Copper Wharf repairs. *Pointe au Pic Que:* Claude Belley, construction of protection works. *Quebec Que:* Auguste A Albert, wharf improvements, Queen's Wharf. *St Augustin Que:* Rosaire Savard, construction of protection works (Lots 424-425). *St Romuald (Garneau Beach) Que:* Arthur Simoneau, construction of protection wall. *Sept Iles Que:* Norman & Fils Inc, construction of rock mound & groyne. *Sorel Que:* Raoul Aussant, repairs to roof, federal bldg. *Warwick Que:* G Beaudet & Cie Ltd, repairs to federal bldg.

Brooklin Ont: Gorsline Construction Ltd, construction of post office bldg. *Carleton Place Ont:* J R Statham Construction Ltd, addition to WSAC Bldg for Civil Service Commission. *Gull Bay Ont:* MacLeod Construction Co Ltd, construction of school, two staff units, powerhouse, etc, Port Arthur Indian Agency. *Hamilton Ont:* M Koblik Construction, installation of washroom facilities, Postal Terminal "A". *Kemptville Ont:* J R Statham Construction Ltd, addition to WSAC Bldg for Civil Service Commission. *Kingston Ont:* Emmons & Mitchell Construction Ltd, reconstruction of west wall, Penitentiary. *Ottawa Ont:* Federal Electric Contractors Ltd, installation of emergency lighting, Supreme Court Bldg, Wellington St; Roy Soderlind & Co Ltd, installation of cooling coil, piping & contents, Department of Insurance Bldg; Boulevard Demolisher, demolition of water tower, CEF; American Air Filter of Canada Ltd, installation of high efficiency filters, Lorne Bldg; A Lanctot Construction Co, installation of partitioning, No 4 Temporary Bldg, Lyon & Wellington Sts; Allied Building Services (1962) Ltd, cleaning interior, etc, Connaught Bldg, Sussex Drive; McNamara Construction of Ontario Ltd, construction of Administration Bldg for Department of Agriculture. *Toronto Ont:* Frost Steel & Wire Co Ltd, installation of chain link fence, Department of Trade & Commerce Bldg; Roxborough Electric Ltd, alterations to lighting system, Postal Station "A".

Winnipeg Man: Tallman Paving, Division of Tallman Gravel & Sand Supply Ltd, paving & improvements to Deer Lodge Veterans Hospital. *Regina Sask:* Bird Construction Co Ltd, relocation, addition & new construction (Phase 2), Experimental Farm; Modern Building Cleaning Service of Canada Ltd, cleaning interior of new National Revenue Bldg. *Calgary Alta:* Wyatt Construction Ltd, alterations to Customs Bldg for Indian Affairs Branch. *Cluny Alta:* Greene Construction Co, construction of school & teacherage, Blackfoot Indian Agency. *Waterton Lakes National Park Alta:* T A Klemke & Son Construction Ltd, grading & base course, Mile 0-7.84, Chief Mountain Highway. *Kingsgate B C:* Adolph Construction Co, alterations & repairs to C & I Bldg & renovations to caretaker's residence. *Kootenay National Park B C:* Poole Engineering (1958) Ltd, grading & base course, construction of water supply pipe line, highway tunnel & installation of lighting & underground power services, Mile 62.4-63.4, Banff-Windermere Highway.

In addition, this Department awarded 56 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Montreal Que: Delphis Cote Ltd, renewal of roofing on stores bldg, Lachine Canal. *St Lambert Que:* Jean Noel Cote, repairs to stone work on lower tower, St Lambert Lock. *Iroquois Ont:* L G MacIntosh, harrowing & seeding disposal area slopes, Iroquois Lock. *St Catharines Ont:* Canada Gunite Co Ltd, restoration of counterweights of Bridge 11, Welland Canal. *near Welland Ont:* Atlas Polar Co Ltd, supply & installation of standby diesel engines for vertical lift bridges Nos 17 & 20.

DEPARTMENT OF TRANSPORT

Gander Nfld: Delphis Cote Ltee, reroofing air terminal bldg. *Country Island N S:* Eastern Woodworkers Ltd, construction of three dwellings, fog alarm & radio beacon bldg & concrete light tower & demolition of combined dwelling & light tower. *Sydney N S:* New Brunswick Wire Fence Co Ltd, construction of airport perimeter fencing. *Saint John N B:* Slattery's Trucking, relocation of localizer bldg. *near Aylmer Que:* Douglas Bremner Contractors & Builders Ltd, construction of VOR site. *Neuville Que:* Arno Electric Reg'd, construction of VOR bldg & associated work. *near Cornwall Ont:* Fort Construction & Equipment Ltd, repairs to cribs of Lancaster Bar back range & Thompson Island lower front range, Lake St Francis. *London Ont:* W A McDougall Ltd, construction of airport terminal bldg & related work. *Malton Ont:* Geo Robson Construction Ltd, drainage of underground duct system, Toronto International Airport. *North Bay Ont:* Power Installations (Sarnia) Ltd, installation of emergency power supply & fire alarm circuits, Airport. *Ottawa Ont:* Commercial Sanitation Ltd, collection & disposal of garbage, Airport.

Sault Ste Marie Ont: Towland Construction Co Ltd, paving of additional ramp areas, Airport. *near Severn Falls Ont:* McNamara Construction of Ontario Ltd, construction of Swift Rapids Lock on Severn River. *Sudbury Ont:* V Dube Construction, construction of VOR bldg & services. *Uplands Ont:* Dibblee Construction Co Ltd, installation & backfilling of pipe drains, Airport; Irving-Harding Ltd, reroofing of Hangar T1, Airport.

The Pas Man: G J Foley Construction Co Ltd, construction of sewage disposal system, Airport. *Calgary Alta:* McCormick Electric Ltd, replacing power line to localizer, runway 34 & related work, Municipal Airport, *Edmonton Alta:* A W Homme Ltd, relocation of Nisku NDB bldg, services & related work, International Airport. *Abbotsford B C:* S & S Electric Ltd, installation of HI lighting on extension of runway 24 & relocation of LI lighting on approach 24, Airport. *Alert Bay B C:* McGinnis Construction Ltd, construction of transmitter bldg & related work. *Dryad Point B C:* D Robinson Construction (1952) Ltd, construction of dwelling. *Estevan Point B C:* K Moore & Co Ltd, construction of dwelling at light station. *Vancouver B C:* Brockbank & Hemingway Ltd, construction of ASR-3 radar bldg & related work, Airport. *Victoria B C:* Johnson Construction, construction of dwelling, Sheringham Point light station. *Hay River N W T:* Territorial Expeditors Ltd, restoration of flood damaged portion of runway 03-21 & related work.

In addition, this Department awarded 21 contracts containing the General Fair wages Clause.

Ontario Pension Benefits Act

(*Continued from page 1097*)

insurance fund to protect workers in case pension funds become insolvent. It may also make reciprocal arrangements with other provinces with portable pension legislation.

Provision is also made in the Act for the setting up of an auxiliary body to be known as the Central Pension Agency to handle small pension credits. The Premier said that the Central Pension Agency would hold and consolidate small sums that might otherwise remain inconveniently scattered among many plans.

Recent Developments

After the Ontario Pension Benefits Act was proclaimed in force, the federal Government announced its intention to introduce a nation-wide contributory wage-related pension plan with survivor benefits, the Canada Pension Plan. In August, the Quebec Government announced that it was going to introduce a pension plan of its own and, at the federal-provincial conference in September, was given the right to contract out of the Canada Pension Plan.

Premier Robarts stated that Ontario would co-operate with the federal Government in working out a national plan but meanwhile would proceed with its portable pension plan timetable.

Accordingly, the Pension Commission of Ontario has published forms for filing information returns and a technical committee composed of representatives of the federal and Ontario Governments has been set up to study the integration of the Ontario Act with the proposed Canada Pension Plan.

Decisions of the Umpire

(*Continued from page 1130*)

The board of arbitration, in its award on May 3, 1963, does not deal specifically with the claimant's responsibility in losing his employment, but even if it did, the conclusions arrived at by that body would be unacceptable without the evidence on which the award was based.

According to the established jurisprudence, the onus was on the insurance officer to prove the claimant was responsible for losing his employment, and it is obvious that he has not discharged that onus in the present case.

I consequently decide to allow the appeal.

PRICE INDEX

Consumer Price Index, November 1963

The consumer price index (1949=100) rose 0.3 per cent from 133.6 to 134.0 between October and November. The November index was 1.6 per cent above the November 1962 index of 131.9.*

Six of the main component indexes showed almost equivalent increases. The remaining component, transportation, was unchanged.

The food index rose to 130.8, up 0.3 per cent from the October index of 130.4, as prices increased for a wide variety of items. Prices were sharply higher for sugar and fresh tomatoes. Sugar reached a recent high of 20.5 cents per pound but was still below the record level of 22.9 cents set in August 1920.

Foods showing moderate price increases included milk and cheese, bread and other cereal products, soft drinks, pickles, most fats, oranges and grapes, cabbage, celery and lettuce, most canned vegetables, liver and turkey. General lower prices were reported for ice cream, eggs, grapefruit, bananas, apples, onions, carrots, and most cuts of meat.

The housing index moved up 0.2 per cent from 136.6 to 136.9 as both the shelter and household operation components increased. Within shelter, both rent and home-ownership costs were higher. The household operation index reflected price increases for coal, furniture, carpets, textiles, and utensils and equipment. Prices for some cleaning supplies were lower.

The clothing index increased 0.3 per cent from 118.3 to 118.7. Prices were higher for many items of men's, women's and children's wear and for footwear. Piece goods were lower, however.

The transportation index was unchanged at 141.2. Scattered price changes for gasoline were compensating and higher prices for motor oil were not sufficient to move the index.

The health and personal care index rose 0.6 per cent from 163.8 to 164.8 as both component indexes were higher. In health care, increases occurred for prepaid medical care in Ontario and Manitoba. In personal care, prices were higher for some supplies and for men's haircuts and women's hairdressing.

The recreation and reading index moved from 150.5 to 151.0, an increase of 0.3 per cent, because of higher prices for motion picture admissions, camera film, bicycles and sports equipment.

The tobacco and alcohol index increased 0.3 per cent from 118.1 to 118.5. Lower prices for cigarettes in several cities were not sufficient to offset higher prices for beer in Quebec.

Group indexes in November 1962 were: food 127.7, housing 135.6, clothing 116.0, transportation 140.6, health and personal care 159.8, recreation and reading 148.2 and tobacco and alcohol 117.8.

City Consumer Price Indexes, October 1963

Consumer price indexes (1949=100) declined in six of the ten regional cities between September and October.* Indexes for two cities edged up, and two were unchanged. Decreases ranged from —0.1 per cent in Montreal to —0.4 per cent in Saint John and Saskatoon-Regina.

Food indexes were down in all cities, decreases ranging from 0.3 per cent in St. John's to 2.0 per cent in Saskatoon-Regina. Six housing indexes fell, two were unchanged and two rose. Indexes for clothing advanced in nine cities; no change occurred in the tenth. Transportation indexes were unchanged in six cities, up in three and down in one. Health and personal care indexes increased in all ten cities. In the recreation and reading component, higher indexes occurred in six cities, lower indexes in three and no change in one. Tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between September and October were: Saint John —0.5 to 133.0; Saskatoon-Regina —0.5 to 128.6; Halifax —0.4 to 131.2; Vancouver —0.4 to 131.8; Winnipeg —0.3 to 130.6; Montreal —0.2 to 133.4; St. John's +0.1 to 120.3†; Ottawa +0.1 to 134.7. Toronto and Edmonton-Calgary remained unchanged at 135.0 and 127.7 respectively.

Wholesale Price Index, October 1963

Canada's general wholesale index (1935-39=100) increased 0.3 per cent in October to 245.9 from 245.2 a month earlier and was 1.7 per cent above the October 1962 index of 241.7. Between September and October, five major group indexes advanced, two declined, and one was unchanged at 324.8.

The vegetable products group index moved to 233.2 from 223.2, an increase of 4.5 per cent, and the textile products group index advanced 0.3 per cent to

* *See* Table F-1, page 1160.

* *See* Table F-2, page 1160.

† On base June 1951=100.

248.8 from 248.0. The remaining group indexes that rose were: non-metallic mineral products to 190.5 from 190.2; non-ferrous metals products to 198.6 from 198.4; and iron and steel products to 254.5 from 254.4.

The animal products group index declined 3.5 per cent to 252.7 from 261.8, and the chemical products group index fell 0.7 per cent to 188.2 from 189.5.

The wood products group index was unchanged at 324.8.

The index of Canadian farm product prices at terminal markets (1935-39=100) moved down 2.9 per cent in the four-week period ended October 25, dropping to 215.8 from 222.2 on September 27. The field products index eased 0.5 per cent; the animal products index declined 4.3 per cent.

U.S. Consumer Price Index, October 1963

The United States consumer price index (1957-59=100) rose by 0.1 per cent, to 107.2 from 107.1, between mid-September and mid-October. Although the rise was small, it brought the index to another high.

The index had remained stationary during the preceding two months. The most recent rise was described as "largely seasonal."

In October 1962 the index was 106.0.

U.S. Index Revision

Beginning with its January 1964 report, which will appear near the end of February, the United States Bureau of Labor Statistics will issue an updated and improved consumer price index, based on prices in an up-to-date sample of cities, retail stores, and service establishments. The list of consumer goods and services for which prices are obtained will also be modernized and the index will be calculated with expenditure weights which reflect spending patterns for urban wage earner and clerical consumers in 1960-61. The updated index will be issued as a continuation of the previously published series, thus providing an uninterrupted series of price indexes for users interested in observing price changes over a considerable period.

For the convenience of users the Bureau will also continue to publish the index on its present, unrevised basis for the months of January through June 1964. These figures will be designated as the "old series" and the updated indexes will be called the "new series." The base period will remain 1957-59=100.

Derivation of the expenditure weights for the revised index has not yet been completed, but preliminary examination of the expenditure data shows that food will have considerably less importance in the new index, while weights for housing and transportation will be relatively larger. These changes represent shifts in consumer spending habits in the decade since the earlier expenditure surveys from which the current index weights were derived.

British Index of Retail Prices, September

The British index of retail prices (Jan. 16, 1962=100) rose to 103.3 at mid-September from 103.0 at mid-August. The rise was attributed mainly to increased food prices; the food index rose to 103.0 from 102.3.

The index for September 1962 was 101.5.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 182

Annual Reports

1. AUSTRALIA. COMMONWEALTH BUREAU OF CENSUS AND STATISTICS. *Labour Report, 1960,* Canberra, Commonwealth Government Printer, 1963. Pp. 250.

2. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *Report on the Administration of Allowances for Blind Persons in Canada under the Provisions of the Blind Persons Act, Fiscal Year ended March 31, 1962.* Ottawa, Queen's Printer, 1962. Pp. 27.

3. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *Report on the Administration of Allowances for Disabled Persons in Canada under the Provisions of the Disabled Persons Act, Fiscal Year ended March 31, 1962.* Ottawa, Queen's Printer, 1962. Pp. 24.

4. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *Report on the Administration of Old Age Assistance in Canada under the Provisions of the Old Age Assistance Act, Fiscal Year ended March 31, 1962.* Ottawa, Queen's Printer, 1962. Pp. 29.

5. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1962.* London, HMSO, 1963. Pp. 172.

6. QUEBEC (PROV.) WORKMEN'S COMPENSATION COMMISSION. (COMMISSION DES ACCIDENTS DU TRAVAIL). *Thirty-fifth Annual Report, 1962. 35e rapport annuel, 1962.* Québec, 1963. Pp. 45. Text in French and English.

Collective Agreements

7. MORSE, BRUCE. *How to Negotiate the Labor Agreement; an Outline Summary of Tested Bargaining Practice.* Detroit, Trends Pub. Co., 1963. Pp. 62.

The author, a management consultant in Detroit, tells the management man where to get his facts for the preparation of a labour agreement, how to organize them, and how to use them most effectively in negotiating the agreement.

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Kaiser-Steel Union Sharing Plan,* by Harold Stieglitz. New York, 1963. Pp. 48.

On March 1, 1963, "The Long-Range Sharing Plan" negotiated between the Kaiser Steel Corporation and the United Steelworkers of America went into effect. This report provides an analysis and explanation of the plan. As well as providing certain benefits for the company, the plan gives greater job security to employees, a share in cost reduction brought about through increased efficiency, and other benefits.

Economic Conditions

9. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Economy of the Atlantic Region in Perspective.* Halifax, 1961. Pp. [7].

" . . . First presented as a paper to the annual meeting of the Atlantic Provinces Economic Council at Halifax in September 1960, by Nelson Mann, the Council's Executive Vice-President."

10. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Norwegian Approach to Regional Economic Development.* Halifax, 1962. Pp. 13.

" . . . The text of an address . . . presented by Eivind Erichsen, Permanent Secretary, Ministry of Finance, Oslo, Norway at the annual meeting of the APEC in Charlottetown, September 19, 1961."

11. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Report to the European Parliament on the State of the Negotiations with the United Kingdom.* Brussels, Publishing Services of the European Communities, 1963. Pp. 112.

12. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1963.* London, HMSO, 1963. Pp. 100.

13. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Balance of Payments, 1962.* London, HMSO, 1963. Pp. 22.

14. RAYNAULD, ANDRE. *Croissance et structure économiques de la Province de Québec.* Québec, 1961. Pp. 657. Publié par le Ministère de l'industrie et du commerce, Province de Québec.

An examination of industry in the Province of Quebec.

15. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1962. I. The Developing Countries in World Trade.* New York, 1963. Pp. 120.

Efficiency, Industrial

16. HENDRY, JOHN W. *Work Study in the Laundry and Dry Cleaning Industries; More Profit from Modern Methods.* London, Iliffe Books, 1963. Pp. 89.

" . . . Based on a series of articles . . . first published in *Power Laundry+Cleaning News.*" The author, an efficiency expert, explains how the principles of work study can be applied to the laundry and dry cleaning industries to make them operate more efficiently and profitably.

17. NADLER, GERALD. *Work Design.* Homewood, Ill., R. D. Irwin, 1963. Pp. 837.

The author defines work design as "the systematic investigation of contemplated and present work systems to formulate, through the ideal system concept, the easiest and most effective systems and methods for achieving necessary functions." The objectives of work design are "to increase productivity and develop manpower effectiveness." After outlining the concepts of work design, the book explains how it can be applied.

Employment Management

18. GAUDET, FREDERICK JOSEPH. *Solving the Problems of Employee Absence.* New York, American Management Association, 1963. Pp. 112.

Contents: Absence from Work: Whose Responsibility? The Measurement of Absence. The Extent of Absence and the Need for Better Statistics. The Cost of Absence: Company Experience. Factors related to Employee Absence. Cost and Reduction: Scientific and Unscientific Methods.

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *College Graduates Assess Their Company Training,* by Stephen Habbe. New York, 1963. Pp. 80.

The information in this report is based on a survey of 1,074 young college graduates who participated in 26 training plans in 14 companies.

20. U.S. BUREAU OF LABOR STATISTICS. *Private Pension Plans and Manpower Policy.* Washington, GPO, 1963. Pp. 37.

"This paper reviews the effects of corporate pensions on various aspects of manpower policy, including labor mobility, the employment opportunities of older workers, and retirement and withdrawal from the labour force."

21. U.S. CIVIL SERVICE COMMISSION. *Retirement Planning; a Growing Employee Relations Service.* Washington, GPO, 1961. Pp. 38.

"Retirement planning" is used to describe various forms of assistance provided by an employer for his employees to help them make a better adjustment to retirement.

Industrial Relations

22. ASIAN REGIONAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANIZATION. 5th MELBOURNE, 1962. COMMITTEE ON LABOUR-MANAGEMENT RELATIONS. *Government Services for the Improvement of Labour-Management Relations and Settlement of Disputes in Asia; an Account of the Work of the Labour-Management Relations Committee, Fifth Asian Regional Conference, Melbourne, 1962.* Geneva, International Labour Office, 1963. Pp. 131.

Includes a report by the International Labour Office for the Committee on Labour-Management Relations.

23. BYLEVELD, HERBERT. *Management-Labor Cooperation from the Executive Opinion and Experience.* Montreal, National Industrial Conference Board, Canadian Office, 1963. Pp. 25.

The Canadian Office of the National Industrial Conference Board asked the chief executives of over 200 Canadian companies to give their views on these questions relating to management-labour meetings for other than negotiating purposes: management's contribution to better industrial relations; labour's attitudes and objectives; and the role of government or its agencies in promoting greater management-labour co-operation.

24. FARLEY, RAWLE. *Industrial Relations and the British Caribbean,* by Rawle Farley, Allan Flanders and Joe Roper. London, University of London Press, Ltd., 1961. Pp. 79.

Contents: What are Industrial Relations? The Organization of Collective Bargaining, [both] by Allan Flanders. Negotiation and Conciliation in Britain, by Rawle Farley. The Use and Abuse of Arbitration, by Allan Flanders. Management and Joint Consultation, by Joe Roper. [Industrial Relations] Developments in the British Caribbean, by Rawle Farley.

25. FREESTONE, LEE. *Industrial Relations from the Inside.* Sydney, Angus and Robertson, 1962. Pp. 135.

This book on industrial relations in Australia was written by an industrial relations consultant with 25 years experience in business and industry.

26. ISAAC, JOSEPH EZRA. *Trends in Australian Industrial Relations.* Victoria, Melbourne University Press, 1962. Pp. 27.

An examination of recent trends in Australian industrial relations with respect to strikes, collective bargaining, joint consultation, unions, and arbitration machinery.

Industry—Location

27. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Industrial Estates and Economic Development.* Halifax, 1963. Pp. 23.

This pamphlet is based on the 1961 U.N. publication, *"Establishment of Industrial Estates in Under-developed Countries,"* prepared by the Division of Industrial Development of the Department of Economic and Social Affairs.

28. UNITED NATIONS SEMINAR ON INDUSTRIAL ESTATES IN THE ECAFE REGION, MADRAS, INDIA, 1961. *Industrial Estates in Asia and the Far East.* New York, United Nations, 1962 [i.e. 1963]. Pp. 468. At head of title: Dept. of Economic and Social Affairs.

Seminar jointly sponsored by the U.N. Economic Commission for Asia and the Far East, the U.N. Dept. of Economic and Social Affairs, and the Governments of India and of the State of Madras.

Contains the report of the Seminar on Industrial Estates in the ECAFE Region and excerpts from the discussion at and papers submitted to the Seminar. "The report of the Seminar contains recommendations on objectives and policies in establishing industrial estates, [their] organization, management and financing, integration of industrial estates projects with programs of urban and regional development, and international and regional co-operation in the development of industrial estates."

Insurance, Unemployment

29. BECKER, JOSEPH M. *The Problem of Abuse in Unemployment Benefits; a Study in Limits.* New York, Columbia University Press, 1953. Pp. 412.

The author defines the problem, examines the available information, and draws conclusions.

30. MALISOFF, HARRY. *The Financing of Extended Unemployment Insurance Benefits in the United States.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 52.

International Labour Organization

31. GREAT BRITAIN. MINISTRY OF LABOUR. *International Labour Conventions and Recommendations. Proposed*

action by H. M. Government in the United Kingdom of Great Britain and Northern Ireland on Two Conventions and Two Recommendations adopted at the 46th (1962) Session and on a Convention adopted at the 3rd (1921) Session of the International Labour Conference. London, HMSO, 1963. Pp. 5.

32. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General. Programme and Structure of the I.L.O.* First item on the agenda. Genera, 1963. Pp. 206.

At head of title: Report 1. International Labour Conference. Forty-seventh session, Geneva, 1963.

Appendix: *Action taken on the Resolutions Adopted by the International Labour Conference at its 40th to 46th Sessions.* Pp. 76.

Contents: Approach to an ILO Program. Human Resources and Economic Development. Incomes. Trade Unions and Labour Relations. The Status and Conditions of the Worker. Automation and Technological Change. Questions relating to the Role, Organization and Procedures of the International Labour Conference. International Labour Standards and the Passage of Years. Methods of Dealing with Industrial and Regional Problems. The ILO in the United Nations Family.

33. INTERNATIONAL LABOUR ORGANIZATION. *Seventeenth Report to the United Nations.* Geneva, International Labour Office, 1963. Pp. 78. A review of ILO activities in 1962.

Labour Laws and Legislation

34. FRIDMAN, GERALD HENRY LOUIS. *The Modern Law of Employment.* London, Stevens & Sons, 1963. Pp. 1065.

Concerns British legislation covering employment and trade unions.

35. U.S. BUREAU OF LABOR STANDARDS. *State Anti-injunction Laws, a Brief Discussion of Major Provisions.* Washington, GPO, 1963. Pp. 9.

"Summarizes the important provisions and gives a brief history of anti-injunction laws currently in effect in 24 States and Puerto Rico, as well as [giving] the Federal (Norris-LaGuardia) Act."

36. U.S. BUREAU OF LABOR STANDARDS. *State Laws Regulating Private Employment Agencies.* Washington, GPO, 1963. Pp. 39.

Labour Organization

37. FEATHER, VICTOR. *The Essence of Trade Unionism, a Background Book.* London, Bodley Head, 1963. Pp. 127.

The author is Assistant General Secretary of the British Trades Union Congress. Some of the topics discussed are structure and objects of trade unionism, administration and procedure, wage negotiations, trade union leadership, and trade union finance.

38. HILTON, W. S. *Foes to Tyranny; a History of the Amalgamated Union of Building Trade Workers.* London, Amalgamated Union of Building Trade Workers, 1963. Pp. 301.

The author is Research Officer of the AUBTW. He relates the story of the union from its foundation on January 1, 1921 to date, and tells about the history of building trade unions in Great Britain.

39. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The Fight for Economic and Social Progress; the Economic Policies of the ICFTU.* Brussels, 1963. Pp. 40.

40. NEW ZEALAND FEDERATION OF LABOUR. *Minutes and Report of Proceedings of the 26th Annual Conference, held in the Trades Hall, Wellington, on 30th April and 1st, 2nd and 3rd May, 1963.* Wellington, 1963. Pp. 111.

41. RAFFAELE, JOSEPH A. *Labor Leadership in Italy and Denmark.* Madison, University of Wisconsin Press, 1962. Pp. 436.

"This book . . . is an initial exploration of how the comparative study of labor leadership provides opportunities for comparisons of industrial systems."

Partial Contents: The Setting in Italy. The Setting in Denmark. Organization of the Italian and Danish Labor Movements. Labor Leadership in Italy. Labor Leadership in Denmark. Group Images of Labor Leaders and Employers. Collective Bargaining Relationships.

42. U.S. DEPARTMENT OF LABOR. *Union Trusteeships; Report of the Secretary of Labor to the Congress upon the Operation of Title III of the Labor-Management Reporting and Disclosure Act (required by Sec. 305, LMRDA); Together with a Study by the Bureau of Labor-Management Reports.* September 1962. Washington, GPO, 1962. Pp. 179.

Labouring Classes

43. ALBERTA BUREAU OF STATISTICS. *Employment Statistics and Expenditures of Firms engaged in the Petroleum Industry of Alberta, 1961.* Edmonton, 1962. Pp. 1.

44. BROZEN, YALE. *Automation; the Impact of Technological Change.* Washington, Published and distributed by the American Enterprise Institute for Public Policy Research, 1963. Pp. 47.

The author suggests that automation creates employment and lessens the total number of unemployed. After examining the benefits of automation, he concludes that they offset its adverse effects.

45. GEDDES, PETER. *Friendly Societies, a Text-Book for Actuarial Students,* by P. Geddes and J. P. Holbrook. Cambridge, Published for the Institute of Actuaries and the Faculty of Actuaries in Scotland, at the University Press, 1963. Pp. 282.

Describes the origin, development, operations and distinctive features of Friendly Societies in Great Britain.

46. GINZBERG, ELI. *The American Worker in the Twentieth Century, a History through Autobiographies,* [by] Eli Ginzberg [and] Hyman Berman. New York, Free Press of Glencoe, 1963. Pp. 368.

The material in this book was assembled by the Conservation of Human Resources Project at Columbia University. The life histories in the book were gathered mostly from four sources: personal accounts written by workers and published in periodicals or books; testimony given by workers before federal and state legislative and administrative bodies; recorded materials collected by oral history projects; and hitherto unpublished interviews with workers collected in the course of sociological investigations.

47. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation of Problems, 1962. Proceedings, 48th Annual Convention, Indianapolis, Indiana, September 23-27, 1962.* Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1963. Pp. 179.

48. MILLEN, BRUCE H. *The Political Role of Labor in Developing Countries.* Washington, Brookings Institution, 1963. Pp. 148.

An examination of the political policies and functions of organized labour in the developing countries of Asia and Africa, with suggestions for U.S. policy.

49. SWEDISH EMPLOYERS' CONFEDERATION. *Perspective on Labour Conditions in Sweden.* 2d ed. Stockholm, 1962. Pp. 75.

Management

50. BURGESS, LEONARD RANDOLPH. *Top Executive Pay Package.* New York, Graduate School of Business, Columbia University, 1963. Pp. 231.

Contents: Salaries. Bonuses. Post-retirement Benefits. Stock Option and Purchase Gains. Pay Elements not included in the Package. The Total Pay Package. Taxes and the Total Pay Package. Differentials among the Top Three [Executives in Each Company]. The Significance of the Trends.

51. FAUCETT, PHILIP M. *Management Audit for Small Manufacturers.* Washington, GPO, 1963. Pp. 58.

This booklet poses a number of questions, the answers to which "will indicate whether the owner-manager of a small manufacturing plant is planning, organizing, directing, co-ordinating, and controlling the activities of his business adequately."

52. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Allocating Corporate Expenses,* by Carl G. Baumes. New York, [1963]. Pp. 90.

"Based on the practices of 158 divisionalized manufacturing companies, the study explores the reasons for and against making various kinds of allocations, how they can be accomplished, and the advantage and disadvantages of each method." Presents some of the alternatives to formal expense allocations. Several case examples are included.

53. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Field Sales Management; a Symposium.* New York, 1962. Pp. 76.

Partial Contents: Scope of the Field Sales Manager's Job. The Field Sales Manager and his Salesmen. Hiring of Salesmen. Training of Salesmen. Finding and Choosing Men of Sales Manager Caliber. Training for Field Sales Managers.

54. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Management, Marketing, and Public Policy; Three Keynote Talks.* New York, 1963. Pp. 40.

Contents: Grow or Die—The New Role of Marketing, by Ray R. Eppert, President, Burroughs Corporation. Advertising from a Management Viewpoint, by Howard J. Morgens, President, Procter and Gamble Company. Marketing is Everybody's Business, by Herbert P. Buetow, President, Minnesota Mining and Manufacturing Co.

Wages and Hours

55. CLEGG, HUGH ARMSTRONG. *Implications of the Shorter Working Week for Management.* London, British Institute of Management, 1962. Pp. 19.

The author points out the many problems will have to be faced by management if a shorter work week is introduced.

56. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for States and Areas, 1939-62. Based on the 1957 Standard Industrial Classification.* Washington, GPO, 1963. Pp. 633.

57. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trades, July 1, 1962 and Trend 1907-62.* Washington, GPO, 1963. Pp. 43.

58. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Motor-Truck Drivers and Helpers, July 1, 1962 and Trend 1936-62.* Washington, GPO, 1963. Pp. 30.

Women—Employment

59. INTERNATIONAL LABOUR OFFICE. *Women Workers in a Changing World*. Part 1. Sixth item on the agenda. Geneva, 1963. Pp. 133.

At head of title: Report 6(1). International Labour Conference. 48th session, 1964. Contents: The Present Situation and Trend. Employment of Women with Family Responsibilities. Problems of Women Workers in the Developing Countries. Administrative Arrangements for Handling Questions relating to Women Workers. (Includes a questionnaire to be filled out by member countries on the Employment of Women with Family Responsibilities.)

60. U.S. WOMEN'S BUREAU. *What's New about Women Workers? A Few Facts.* Rev. 1963. Washington, GPO, 1963. Folder.

61. U.S. WOMEN'S BUREAU. *Who Are the Working Mothers?* Rev. 1963. Washington, GPO, 1963. Folder.

Miscellaneous

62. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *Canada and the United Nations, 1962.* Ottawa, Queen's Printer, 1963. Pp. 93.

63. CANADIAN CONFERENCE ON SOCIAL WORK. *Community Development. [Proceedings of] 18th Biennial Canadian Conference on Social Work, Winnipeg, Manitoba, June 4-8, 1962.* Ottawa, 1962. Pp. 48.

64. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Security in Britain.* London, 1962. Pp. 38.

65. MUNICIPAL MANPOWER COMMISSION. *Governmental Manpower for Tomorrow's Cities, a Report.* New York, McGraw-Hill, 1962. Pp. 201.

A study of manpower and training needs for administrative, professional, and technical manpower in American municipal governments.

66. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Statistics of World Trade in Steel, 1961.* Geneva, 1963. Pp. 37.

67. U.S. BUREAU OF LABOR STANDARDS. *Housing for Migrant Agricultural Workers; Labor Camp Standards.* Rev. ed. Washington, GPO, 1962 [i.e., 1963]. Pp. 112.

68. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices and Price Indexes, 1960.* Washington, GPO, 1963. Pp. 305.

69. U.S. BUSINESS AND DEFENSE SERVICES ADMINISTRATION. *The Automatic Vending Machine Industry, its Growth and Development.* Washington, GPO, 1962. Pp. 22.

(Automatic vending machines are coin-operated ones that sell products and services.) This is an examination of the three distinct segments of the automatic vending industry: manufacture of the machines, packaging of the vended products, and route operation and servicing.

70. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Minutes, Annual Meeting, May 10 and 11, 1962, Washington, D.C.* Washington, GPO, 1962. 2 parts.

71. ZELKO, HAROLD PHILLIP. *Successful Conference and Discussion Techniques.* New York, McGraw-Hill, 1957. Pp. 264.

Intended for anyone who leads or participates in any kind of meeting.

Revised Course on Labour Unions

A complete basic labour education program in one package has been produced by Mary Kehoe, editorial assistant on *Canadian Labour,* monthly publication of the Canadian Labour Congress.

Labour Unions: An Introductory Course for Individuals and Study Groups, is a completely revised edition, with new text and references, of a mimeographed course that has been used by numerous labour organizations since its publication in 1954.

In 15 chapters, the new work deals with labour theory and practice. Each chapter includes an extensive bibliography and a series of questions for discussion.

The book is available from the Extension Department, St. Patrick's College, Ottawa, price $3.

	Page
Tables A-1 to A-3—Labour Force	1144
Table B-1—Labour Income	1146
Tables C-1 to C-6—Employment, Hours and Earnings	1147
Tables D-1 to D-5—Employment Service Statistics	1152
Tables E-1 to E-4—Unemployment Insurance	1157
Tables F-1 and F-2—Prices	1160
Tables G-1 to G-4—Strikes and Lockouts	1161

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 16, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,799	600	1,918	2,490	1,169	622
Men	4,868	453	1,385	1,739	844	447
Women	1,931	147	533	751	325	175
14-19 years	645	60	207	212	114	52
20-24 years	865	90	293	276	142	64
25-44 years	3,045	249	865	1,141	508	282
45-64 years	2,033	180	505	778	363	207
65 years and over	211	21	48	83	42	17
Employed	6,496	555	1,807	2,415	1,133	586
Men	4,624	412	1,294	1,683	816	419
Women	1,872	143	513	732	317	167
Agriculture	613	36	107	166	291	13
Non-agriculture	5,883	519	1,700	2,249	842	573
Paid Workers	5,356	457	1,555	2,067	766	511
Men	3,671	329	1,081	1,404	498	359
Women	1,685	128	474	663	268	152
Unemployed	303	45	111	75	36	36
Men	244	41	91	56	28	28
Women	59	*	20	19	*	*
Persons not in the Labour Force	5,767	671	1,700	1,888	966	542
Men	1,373	180	399	419	234	141
Women	4,394	491	1,301	1,469	732	401

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED NOVEMBER 16, 1963, CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,566	1,946	3,642	973	3,738	920	1,347
Labour force	6,799	645	3,511	827	952	653	211
Employed	6,496	583	3,388	755	933	634	203
Unemployed	303	62	123	72	19	19	*
Not in labour force	5,767	1,301	131	146	2,786	267	1,136
Participation rate[2]							
1963, November 16	54.1	33.1	96.4	85.0	25.5	71.0	15.7
October 19	54.5	34.2	96.6	85.9	25.6	70.9	16.1
Unemployment rate[3]							
1963, November 16	4.5	9.6	3.5	8.7	2.0	2.9	*
October 19	3.9	8.4	3.0	7.3	2.1	2.6	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 16, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	November 1963	October 1963	November 1962
Total unemployed	303	265	342
On temporary layoff up to 30 days	17	12	18
Without work and seeking work	286	253	324
Seeking full-time work	270	240	305
Seeking part-time work	16	13	19
Seeking under 1 month	111	96	117
Seeking 1–3 months	99	84	125
Seeking 4–6 months	34	30	39
Seeking more than 6 months	42	43	43

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
September	48.5	503.9	164.3							1,780.5
October	47.9	498.9	165.2							1,764.8
November	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December	46.6	481.5	157.1							1,692.5
1963—										
January	47.5	484.4	157.7							1,699.4
February	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March	47.0	493.9	156.3							1,714.1
April	46.7	503.2	160.7							1,764.8
May	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June	49.2	523.0	170.0							1,863.0
July	49.9	509.4	171.9							1,830.6
August*	49.8	523.4	179.9	91.8	409.0	106.0	780.7	1,665.3	232.3	1,877.3
September†	50.0	532.0	172.4							1,899.3
Seasonally Adjusted										
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
September	47.8	489.8	159.0							1,712.8
October	47.6	491.5	161.9							1,722.8
November	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December	46.8	494.3	160.4							1,730.1
1963—										
January	48.1	499.5	164.4							1,771.4
February	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March	47.6	503.3*	164.8							1,777.9*
April	48.6	508.7	165.9							1,789.8
May	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June	48.2	508.8	164.7							1,799.8
July	48.8	507.4	164.0							1,800.1
August*	48.8	514.8	171.9	84.9	336.6	103.2	778.6	1,681.3	230.3	1,832.9
September†	49.4	516.9	166.8							1,827.9

[1] Quarterly figures are entered opposite the middle of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at September 1963 employers in the principal non-agricultural industries reported a total employment of 3,108,487. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
September	126.5	189.5	81.40	117.6	190.8	83.91
October	125.4	189.9	81.57	115.9	191.8	84.34
November	124.3	189.8	81.53	114.7	192.3	84.55
December	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January	117.8	190.6	81.80	111.6	193.5	85.09
February	117.4	192.9	82.87	112.2	194.2	85.41
March	117.7	193.1	82.96	112.8	195.5	85.95
April	119.3	194.4	83.53	113.7	197.2	86.72
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August*	130.2	193.9	83.28	120.0	194.4	85.47
September†	130.1	195.6	84.02	120.3	197.2	86.69

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962
				$	$	$
Provinces						
Newfoundland	152.4	149.7	150.6	76.47	76.62	73.65
Prince Edward Island	146.3	151.6	158.8	59.02	59.61	54.73
Nova Scotia	100.6	100.1	98.5	69.28	68.04	66.04
New Brunswick	111.5	113.0	107.9	67.72	66.82	64.76
Quebec	129.8	130.4	126.6	81.48	80.72	78.70
Ontario	131.3	130.4	126.8	87.34	86.50	84.70
Manitoba	118.4	118.9	116.7	78.86	78.51	77.53
Saskatchewan	136.1	137.8	133.1	80.83	80.19	78.19
Alberta (including Northwest Territories)	168.2	170.1	167.4	84.41	84.17	83.27
British Columbia (including Yukon)	125.8	127.4	121.8	90.91	90.39	87.98
Canada	**130.1**	**130.2**	**126.5**	**84.02**	**83.28**	**81.40**
Urban areas						
St. John's	158.3	156.4	153.8	64.35	64.16	61.84
Sydney	81.8	83.0	80.7	83.69	81.69	80.98
Halifax	125.9	124.9	126.0	71.05	70.64	67.17
Moncton	107.7	107.1	108.2	63.86	64.52	62.69
Saint John	106.7	105.7	106.4	69.78	68.13	65.47
Chicoutimi—Jonquiere	114.4	116.8	110.5	102.28	99.88	99.84
Quebec	129.0	129.7	125.2	73.16	72.72	70.53
Sherbrooke	115.9	115.0	112.9	71.97	70.08	69.39
Shawinigan	101.3	106.2	85.0	92.78	89.16	87.69
Three Rivers	120.3	121.8	117.1	77.55	78.01	75.97
Drummondville	88.7	90.1	84.2	69.87	68.88	67.09
Montreal	132.9	132.3	129.6	83.38	82.64	81.01
Ottawa—Hull	141.0	143.2	136.1	78.53	77.77	76.54
Kingston	128.7	130.5	119.1	82.24	83.72	80.12
Peterborough	102.9	102.8	95.0	95.27	92.77	91.85
Oshawa	206.5	156.5	187.4	101.51	96.62	94.97
Toronto	145.8	144.5	140.2	88.10	87.89	85.34
Hamilton	121.3	121.1	115.2	92.24	91.90	90.83
St. Catharines	119.4	118.4	117.4	95.58	93.70	92.56
Niagara Falls	113.7	113.9	110.0	81.75	77.91	78.47
Brantford	92.2	90.5	88.3	79.03	79.18	75.73
Guelph	133.5	133.2	129.6	79.75	78.30	77.25
Galt	126.1	125.1	116.3	76.19	74.94	73.42
Kitchener	144.9	144.6	135.0	77.90	77.25	78.01
Sudbury	127.0	127.6	141.5	95.29	95.03	93.37
Timmins	87.5	89.7	89.3	74.75	72.96	73.67
London	145.6	145.0	139.0	80.01	79.99	78.01
Sarnia	134.6	139.3	127.5	108.33	106.73	104.35
Windsor	81.7	79.8	75.1	94.90	92.77	89.95
Sault Ste. Marie	153.9	157.8	149.1	108.17	108.84	103.21
Fort William—Port Arthur	115.4	117.8	111.4	86.15	82.40	83.90
Winnipeg	117.4	117.4	114.8	75.27	74.79	73.80
Regina	153.2	157.6	146.7	79.41	78.74	76.79
Saskatoon	152.4	151.8	146.0	74.64	74.54	73.05
Edmonton	213.0	214.1	211.5	79.58	79.40	78.12
Calgary	185.0	186.7	183.7	83.39	83.57	82.44
Vancouver	123.6	124.2	118.3	88.63	89.05	86.13
Victoria	122.2	122.3	121.2	83.41	82.98	79.74

CORRECTION

In Table C-3 in the November issue, the August 1963 employment index for "Construction" should be 144.4, not 14.4 as printed.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962
				$	$	$
Mining	**116.5**	**118.0**	**118.2**	**103.33**	**101.80**	**99.15**
Metal mining	129.3	130.8	133.1	104.15	102.53	99.43
Gold	64.6	66.5	68.6	84.76	81.82	80.68
Other metal	139.5	140.5	143.1	110.30	109.26	105.61
Fuels	81.6	82.1	82.6	108.70	107.81	105.49
Coal	38.6	38.7	39.5	83.89	80.78	79.63
Oil and natural gas	257.1	259.4	258.9	123.90	124.25	121.62
Non-metal	161.3	165.2	155.4	92.40	90.43	88.21
Manufacturing	**120.3**	**120.0**	**117.6**	**86.69**	**85.47**	**83.91**
Durable goods	124.5	123.0	120.6	94.09	92.32	91.36
Non-durable goods	116.7	117.5	115.0	80.09	79.46	77.37
Food and beverages	130.8	133.5	129.9	72.78	72.18	69.90
Meat products	138.3	138.8	135.9	84.61	85.05	82.68
Canned and preserved fruits and vegetables	201.5	200.3	204.9	55.82	52.72	52.97
Grain mill products	96.7	95.0	99.5	85.53	83.80	82.85
Bread and other bakery products	112.7	115.2	113.1	73.47	73.06	69.95
Distilled and malt liquors	96.6	98.9	96.2	106.06	105.45	102.27
Tobacco and tobacco products	78.8	80.9	80.5	88.80	89.21	86.04
Rubber products	106.6	111.5	109.7	91.21	88.86	87.86
Leather products	89.5	89.6	89.9	59.40	58.91	56.99
Boots and shoes (except rubber)	94.9	95.2	96.7	57.37	57.24	54.57
Other leather products	79.6	79.3	77.6	63.79	62.58	62.45
Textile products (except clothing)	86.1	86.0	83.6	70.23	69.35	67.82
Cotton year and broad woven goods	74.5	75.2	75.1	68.41	66.54	64.76
Woolen goods	66.3	66.2	63.0	64.15	63.49	63.37
Synthetic textiles and silk	99.0	98.9	93.6	76.50	76.36	73.85
Clothing (textile and fur)	98.6	97.3	96.1	55.08	55.31	53.37
Men's clothing	102.2	101.2	99.6	53.85	53.94	52.34
Women's clothing	109.3	107.3	104.5	56.94	57.88	54.60
Knit goods	75.7	74.1	75.8	54.46	54.06	52.91
Wood products	116.3	117.9	112.1	75.64	74.57	73.93
Saw and planing mills	119.7	122.4	114.4	76.95	76.10	75.59
Furniture	124.9	123.7	121.2	74.98	73.56	73.07
Other wood products	81.7	83.5	82.8	67.79	66.16	64.81
Paper products	130.6	132.1	130.1	102.40	101.37	99.12
Pulp and paper mills	130.4	132.9	130.7	110.42	108.82	107.08
Other paper products	131.2	130.2	128.7	83.28	83.10	79.74
Printing, publishing and allied industries	127.5	126.1	127.0	94.73	93.64	91.79
Iron and steel products	116.2	116.4	113.7	98.79	97.83	96.67
Agricultural implements	65.3	65.4	59.7	101.11	100.24	98.99
Fabricated and structural steel	150.7	151.5	161.6	101.79	98.62	100.30
Hardware and tools	116.8	116.7	110.6	86.49	85.17	85.58
Heating and cooking appliances	108.9	107.8	111.6	87.68	84.35	84.48
Iron castings	104.2	103.5	97.8	93.00	93.99	91.79
Machinery, industrial machinery	136.2	136.3	131.1	95.33	92.67	93.61
Primary iron and steel	133.9	134.9	129.8	113.25	112.59	109.68
Sheet metal products	120.7	123.8	124.2	94.84	96.93	95.17
Wire and wire products	119.3	116.5	112.0	99.35	98.43	95.34
Transportation equipment	118.2	109.2	113.3	102.28	98.27	96.66
Aircraft and parts	234.7	228.7	248.8	102.87	102.09	97.51
Motor vehicles	131.0	105.7	113.2	117.79	111.80	109.28
Motor vehicle parts and accessories	133.2	127.5	116.6	99.71	95.35	94.38
Railroad and rolling stock equipment	56.5	56.0	57.2	89.70	85.90	87.03
Shipbuilding and repairing	143.6	136.1	147.1	93.46	92.46	91.29
Non-ferrous metal products	129.4	130.5	126.2	98.05	97.73	95.45
Aluminum products	148.5	149.2	144.3	94.26	93.56	92.73
Brass and copper products	110.6	111.7	103.6	94.79	94.56	92.17
Smelting and refining	139.0	141.9	139.1	107.87	107.50	104.09
Electrical apparatus and supplies	157.2	156.6	153.0	92.72	91.14	91.35
Heavy electrical machinery	117.5	117.7	112.2	100.22	97.81	100.08
Telecommunication equipment	284.0	284.0	278.7	88.42	88.01	87.58
Non-metallic mineral products	155.5	158.9	147.8	92.57	92.06	90.49
Clay products	91.3	92.5	96.5	81.49	80.58	81.08
Glass and glass products	169.7	174.6	131.1	87.01	86.73	87.87
Products of petroleum and coal	139.6	144.0	139.5	128.45	125.88	120.97
Petroleum refining and products	141.6	146.0	141.4	129.63	127.04	122.16
Chemical products	136.6	138.2	132.4	102.30	100.80	99.08
Medicinal and pharmaceutical preparations	126.1	126.0	123.1	91.07	89.98	86.62
Acids, alkalis and salts	157.8	163.4	144.1	114.03	110.29	114.43
Other chemical products	134.2	135.2	132.1	101.57	100.51	98.16
Miscellaneous manufacturing industries	159.0	157.4	149.7	75.40	75.23	74.04
Construction	**141.5**	**144.4**	**141.9**	**94.14**	**91.80**	**88.87**
Building and general engineering	139.3	140.4	138.2	101.23	99.01	96.50
Highways, bridges and streets	145.0	151.1	147.9	82.95	80.89	77.02
Electric and motor transportation	**148.2**	**146.6**	**142.8**	**90.06**	**90.03**	**86.78**
Service	**174.0**	**180.8**	**162.0**	**58.87**	**58.34**	**57.23**
Hotels and restaurants	151.5	156.5	140.6	45.09	44.70	43.32
Laundries and dry cleaning plants	140.7	141.4	133.4	52.84	52.57	50.73
Industrial composite	**130.1**	**130.2**	**126.5**	**84.02**	**83.28**	**81.40**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	September 1963	August 1963	September 1962	September 1963	August 1963	September 1962
				$	$	$
Newfoundland	39.8	39.7	38.4	1.70	1.72	1.68
Nova Scotia	40.8	40.7	39.9	1.68	1.63	1.64
New Brunswick	40.7	40.6	40.1	1.63	1.56	1.55
Quebec	42.4	42.0	42.5	1.76	1.75	1.69
Ontario	41.5	40.9	41.6	2.04	2.03	1.97
Manitoba	40.3	40.3	40.6	1.81	1.80	1.76
Saskatchewan	38.8	39.0	38.6	2.03	2.03	1.97
Alberta (includes Northwest Territories)	39.4	40.2	39.8	2.01	2.00	1.97
British Columbia (includes Yukon Territory)	37.5	37.5	38.0	2.37	2.34	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—September	41.4	1.88	77.61	185.9	141.4
October	41.3	1.89	77.96	186.8	141.6
November	41.2	1.90	78.09	187.1	141.8
December*	37.3	1.94	72.34	173.3	131.3
1963—January	40.7	1.92	78.26	187.5	141.9
February	40.7	1.93	78.45	187.9	142.3
March	40.9	1.93	79.01	189.3	143.1
April	41.0	1.95	80.05	191.8	145.0
May	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August*	40.9	1.93	78.82	188.8	141.6
September†	41.3	1.94	80.27	192.3	143.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962
				$	$	$	$	$	$
Mining	**42.6**	**41.9**	**41.6**	**2.24**	**2.24**	**2.19**	**95.59**	**93.70**	**91.34**
Metal mining	42.3	41.6	41.1	2.33	2.32	2.28	98.48	96.52	93.82
Gold	43.1	42.3	41.8	1.82	1.78	1.78	78.26	75.30	74.39
Other metal	42.0	41.4	40.9	2.51	2.52	2.46	105.39	104.05	100.74
Fuels	42.7	41.6	41.4	2.11	2.12	2.09	90.21	88.00	86.78
Coal	44.3	42.3	42.4	1.87	1.86	1.84	82.65	78.78	78.05
Oil and natural gas	40.2	40.5	40.0	2.55	2.55	2.53	102.45	103.30	100.97
Non-metal	43.8	43.2	43.8	2.05	2.05	1.96	89.93	88.61	85.99
Manufacturing	**41.3**	**40.9**	**41.4**	**1.94**	**1.93**	**1.88**	**80.27**	**78.82**	**77.61**
Durable goods	41.8	41.3	42.0	2.12	2.10	2.05	88.65	86.48	85.92
Non-durable goods	40.8	40.6	40.8	1.78	1.77	1.72	72.43	71.83	70.00
Food and beverages	40.2	40.1	40.1	1.63	1.63	1.57	65.79	65.38	62.80
Meat products	40.8	41.1	40.8	1.98	1.98	1.92	80.62	81.41	78.59
Canned and preserved fruits and vegetables	41.3	39.2	40.1	1.24	1.22	1.18	51.16	47.64	47.32
Grain mill products	42.3	42.3	41.9	1.90	1.86	1.83	80.26	78.81	76.73
Bread and other bakery products	40.7	41.2	41.3	1.65	1.65	1.55	67.03	67.79	64.00
Distilled liquors	40.3	40.7	41.1	2.23	2.23	2.18	89.79	90.54	89.61
Malt liquors	40.0	40.1	39.8	2.46	2.43	2.37	98.37	97.47	94.24
Tobacco and tobacco products	37.8	37.8	39.8	2.17	2.19	2.00	82.02	82.91	79.76
Rubber products	42.0	41.7	42.6	2.03	1.99	1.94	85.31	82.81	82.83
Leather products	41.0	40.9	40.9	1.34	1.33	1.28	54.82	54.20	52.51
Boots and shoes (except rubber)	40.9	41.1	40.8	1.29	1.28	1.23	52.93	52.67	50.33
Other leather products	41.3	40.4	41.2	1.43	1.43	1.39	59.02	57.64	57.40
Textile products (except clothing)	43.1	42.6	43.1	1.49	1.47	1.43	64.01	62.89	61.77
Cotton yarn and broad woven goods	42.7	41.8	41.6	1.52	1.50	1.47	64.79	62.67	60.91
Woollen goods	42.9	42.6	43.6	1.37	1.36	1.33	58.60	57.94	58.15
Synthetic textiles and silk	43.7	43.6	44.4	1.59	1.59	1.51	69.30	69.25	67.13
Clothing (textile and fur)	39.1	39.3	39.5	1.29	1.29	1.23	50.21	50.55	48.70
Men's clothing	38.9	39.1	39.5	1.28	1.28	1.22	49.74	49.96	48.13
Women's clothing	37.4	37.6	37.6	1.39	1.41	1.33	52.10	53.09	49.95
Knit goods	42.0	42.0	42.2	1.18	1.17	1.14	49.65	49.32	48.27
*Wood products	41.9	41.5	42.5	1.72	1.71	1.67	72.45	71.17	71.01
Saw and planing mills	40.5	40.3	41.5	1.84	1.82	1.78	74.57	73.53	73.73
Furniture	44.7	44.1	44.9	1.58	1.56	1.53	70.60	68.80	68.62
Other wood products	43.6	42.9	42.8	1.44	1.43	1.39	62.70	61.10	59.55
Paper products	42.0	41.7	41.6	2.30	2.30	2.26	96.89	95.73	93.89
Pulp and paper mills	42.1	41.6	41.5	2.49	2.47	2.45	104.62	102.87	101.51
Other paper products	42.0	41.9	41.7	1.82	1.82	1.76	76.43	76.30	73.31
Printing, publishing and allied industries	39.0	38.6	39.3	2.42	2.41	2.32	94.42	93.07	91.13
*Iron and steel products	41.7	41.3	41.9	2.26	2.26	2.19	94.34	93.24	92.00
Agricultural implements	40.1	40.1	41.0	2.33	2.30	2.21	93.51	92.37	90.76
Fabricated and structural steel	42.4	41.1	43.1	2.24	2.21	2.17	94.95	90.67	93.65
Hardware and tools	42.6	42.3	43.7	1.89	1.87	1.82	80.26	79.03	79.57
Heating and cooking appliances	42.0	40.7	42.3	1.93	1.90	1.85	81.08	77.41	78.48
Iron castings	41.9	42.1	42.3	2.13	2.13	2.08	89.24	89.73	88.09
Machinery, industrial	42.4	41.5	43.3	2.13	2.10	2.06	90.26	86.97	89.13
Primary iron and steel	40.4	40.3	39.7	2.70	2.70	2.63	109.03	108.81	104.44
Sheet metal products	41.7	42.4	42.6	2.17	2.18	2.12	90.44	92.51	90.44
Wire and wire products	42.7	42.3	42.1	2.23	2.22	2.15	95.06	94.12	90.48
*Transportation equipment	41.9	40.6	41.2	2.31	2.27	2.20	97.02	92.04	90.87
Aircraft and parts	41.6	41.5	40.9	2.24	2.23	2.15	93.28	92.65	88.12
Motor vehicles	43.5	40.4	41.5	2.56	2.55	2.44	111.42	103.14	101.29
Motor vehicle parts and accessories	42.4	41.3	41.8	2.25	2.18	2.13	95.32	90.08	88.77
Railroad and rolling stock equipment	40.2	38.7	40.6	2.19	2.17	2.10	88.05	84.12	85.14
Shipbuilding and repairing	41.1	41.0	41.2	2.25	2.23	2.18	92.33	91.41	89.93
*Non-ferrous metal products	41.1	40.9	41.0	2.23	2.23	2.17	91.56	91.43	88.97
Aluminum products	41.8	41.2	42.3	2.01	2.01	1.94	83.97	82.91	82.07
Brass and copper products	42.3	42.3	41.8	2.13	2.14	2.08	89.92	90.60	87.16
Smelting and refining	40.4	40.5	40.2	2.50	2.49	2.42	101.01	100.90	97.31
*Electrical apparatus and supplies	41.3	40.8	42.1	1.97	1.94	1.93	81.21	79.15	81.11
Heavy electrical machinery and equipment	41.1	40.3	42.9	2.22	2.18	2.16	91.26	88.02	92.69
Telecommunication equipment	40.9	40.6	41.4	1.75	1.74	1.72	71.48	70.73	71.33
Refrigerators, vacuum cleaners and appliances	41.2	40.9	41.0	2.02	2.00	1.96	83.25	81.67	80.20
Wire and cable	43.4	41.9	43.2	2.22	2.19	2.17	96.23	91.78	94.03
Miscellaneous electrical products	41.2	40.7	42.1	1.86	1.84	1.83	76.62	74.80	77.22
*Non-metallic mineral products	43.8	43.7	44.3	1.99	1.98	1.93	87.24	86.69	85.62
Clay products	42.1	42.1	43.8	1.79	1.78	1.73	75.48	75.09	75.85
Glass and glass products	40.3	40.9	41.9	2.02	1.99	1.94	81.64	81.44	81.22
Products of petroleum and coal	41.8	41.8	41.2	2.78	2.72	2.65	116.16	113.43	109.05
Chemical products	41.0	40.2	41.2	2.19	2.18	2.11	89.82	87.63	86.73
Medicinal and pharmaceutical preparations	39.9	39.4	39.9	1.71	1.70	1.63	68.43	67.11	65.05
Acid, alkalis and salts	40.7	38.8	42.2	2.53	2.52	2.45	102.87	97.66	103.45
Miscellaneous manufacturing industries	41.8	41.6	42.2	1.58	1.59	1.53	65.84	65.99	64.72
Professional and scientific equipment	40.9	40.3	40.9	1.96	1.97	1.87	80.32	79.30	76.62
Construction	**43.0**	**42.2**	**42.6**	**2.15**	**2.13**	**2.05**	**92.44**	**89.82**	**87.51**
Building and general engineering	42.4	41.5	42.1	2.34	2.33	2.25	99.36	96.70	94.67
Highways, bridges and streets	44.3	43.5	43.7	1.79	1.78	1.71	79.53	77.19	74.59
Electric and motor transportation	**44.6**	**44.8**	**44.1**	**2.03**	**2.04**	**1.98**	**90.40**	**91.27**	**87.12**
Service	37.6	38.4	37.8	1.17	1.13	1.11	43.84	43.54	42.10
Hotels and restaurants	37.1	38.2	37.2	1.14	1.09	1.07	42.24	41.80	39.83
Laundries and dry cleaning plants	40.5	40.7	40.5	1.09	1.08	1.06	44.20	44.07	43.00

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
November 1958	11,579	9,752	21,331	329,050	126,341	455,391
November 1959	15,201	12,674	27,875	365,031	137,855	502,886
November 1960	15,932	10,799	26,731	393,856	144,123	537,979
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
March 1963	16,085	16,459	32,544	584,889	158,307	743,196
April 1963	24,675	20,458	45,133	502,327	149,907	652,234
May 1963	22,865	21,723	44,588	341,869	130,084	471,953
June 1963	23,271	21,726	44,997	261,541	127,631	389,172
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
October 1963[1]	24,210	20,861	45,071	219,966	106,320	326,286
November 1963[1]	30,090	22,737	52,827	285,688	118,879	404,567

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH OCTOBER 1962 - OCTOBER 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—October	272,614	103,871	101,603	45,949	89,619	38,324
1962—November	321,696	113,014	86,859	43,840	74,957	33,481
December	338,121	94,533	58,253	40,470	57,541	39,613
1963—January	331,104	111,102	56,086	35,963	46,669	28,117
February	211,442	75,073	47,295	31,852	39,378	23,755
March	209,852	73,346	54,427	35,090	42,942	24,990
April	210,392	81,258	77,524	39,149	58,986	26,378
May	215,307	90,643	100,832	45,049	88,778	32,272
June	210,727	96,469	77,847	43,687	67,482	34,041
July	235,602	110,746	86,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September	r208,088	93,497	99,517	48,816	87,392	38,693
October[1]	240,306	99,222	92,448	44,154	75,313	30,894

[1] Preliminary—subject to revision.

r-Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING OCTOBER 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from October 1962
Agriculture, Fishing, Trapping	**10,791**	**1,607**	**12,398**	**− 8,410**
Forestry	**3,601**	**27**	**3,628**	**− 262**
Mining, Quarrying and Oil Wells	**922**	**71**	**993**	**+ 133**
Metal Mining	570	11	581	+ 231
Fuels	167	36	203	− 71
Non-Metal Mining	34	2	36	− 57
Quarrying, Clay and Sand Pits	79	2	81	+ 26
Prospecting	72	20	92	+ 4
Manufacturing	**16,369**	**8,693**	**25,062**	**− 844**
Foods and Beverages	2,037	1,956	3,993	− 34
Tobacco and Tobacco Products	22	21	43	+ 10
Rubber Products	195	130	325	+ 77
Leather Products	264	352	616	− 102
Textile Products (except clothing)	617	454	1,071	+ 50
Clothing (textile and fur)	495	1,865	2,360	+ 31
Wood Products	2,106	252	2,358	− 66
Paper Products	1,024	422	1,446	+ 94
Printing, Publishing and Allied Industries	512	578	1,090	− 460
Iron and Steel Products	2,891	421	3,312	− 270
Transportation Equipment	3,016	242	3,258	+ 452
Non-Ferrous Metal Products	766	248	1,014	+ 155
Electrical Apparatus and Supplies	575	609	1,184	− 324
Non-Metallic Mineral Products	587	92	679	− 144
Products of Petroleum and Coal	47	12	59	+ 18
Chemical Products	510	379	889	− 53
Miscellaneous Manufacturing Industries	705	660	1,365	− 278
Construction	**14,133**	**180**	**14,313**	**− 2,847**
General Contractors	9,192	104	9,296	− 2,463
Special Trade Contractors	4,941	76	5,017	− 384
Transportation, Storage and Communication	**7,023**	**333**	**7,356**	**− 921**
Transportation	6,309	161	6,470	− 1,000
Storage	592	65	657	+ 98
Communication	122	107	229	− 19
Public Utility Operation	**210**	**51**	**261**	**− 218**
Trade	**11,304**	**5,300**	**16,604**	**− 975**
Wholesale	4,796	1,464	6,260	+ 601
Retail	6,508	3,836	10,344	− 1,576
Finance, Insurance and Real Estate	**537**	**933**	**1,470**	**− 8**
Service	**10,423**	**13,699**	**24,122**	**− 7,384**
Community or Public Service	987	1,385	2,372	− 214
Government Service	2,205	705	2,910	− 6,640
Recreation Service	506	178	684	+ 43
Business Service	1,566	704	2,270	+ 326
Personal Service	5,159	10,727	15,886	− 899
Grand Total	**75,313**	**30,894**	**106,207**	**−21,736**

[1] Preliminary—subject to revision.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT OCTOBER 31, 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,645	2,056	9,701
Clerical Workers	15,639	42,217	57,856
Sales Workers	6,945	12,060	19,005
Personal and Domestic Service Workers	28,041	20,425	48,466
Seamen	1,116	13	1,129
Agriculture, Fishing, Forestry (Ex. log.)	4,229	203	4,432
Skilled and Semi-Skilled Workers	84,326	12,089	96,415
Food and kindred products (incl. tobacco)	1,002	360	1,362
Textiles, clothing, etc.	1,849	6,708	8,557
Lumber and lumber products	6,094	106	6,200
Pulp, paper (incl. printing)	1,000	331	1,331
Leather and leather products	920	885	1,805
Stone, clay and glass products	210	23	233
Metalworking	9,763	669	10,432
Electrical	1,929	841	2,770
Transportation equipment	569	22	591
Mining	1,122	.....	1,122
Construction	18,899	3	18,902
Transportation (except seamen)	15,679	89	15,768
Communications and public utility	455	1	456
Trade and service	3,882	1,194	5,076
Other skilled and semi-skilled	14,746	608	15,354
Foremen	1,729	234	1,963
Apprentices	4,478	15	4,493
Unskilled Workers	72,025	17,257	89,282
Food and tobacco	2,306	3,672	5,978
Lumber and lumber products	6,774	249	7,023
Metalworking	3,772	385	4,157
Construction	33,369	.....	33,369
Other unskilled workers	25,804	12,951	38,755
GRAND TOTAL	**219,966**	**106,320**	**326,286**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 31, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) October 31, 1963	Registrations Previous Year October 31, 1962
Newfoundland	**7,658**	**8,350**
Corner Brook	1,523	1,713
Grand Falls	709	974
St. John's	5,426	5,663
Prince Edward Island	**1,050**	**1,216**
Charlottetown	632	762
Summerside	418	454
Nova Scotia	**12,070**	**13,958**
Amherst	457	452
Bridgewater	543	629
Halifax	4,348	4,310
Inverness	145	256
Kentville	750	916
Liverpool	214	347
New Glasgow	1,065	1,294
Springhill	533	609
Sydney	2,057	2,974
Sydney Mines	510	626
Truro	801	720
Yarmouth	647	825
New Brunswick	**10,912**	**12,342**
Bathurst	983	1,140
Campbellton	908	908
Edmundston	520	566
Fredericton	915	1,208
Minto	191	342
Moncton (2)	3,008	3,148
Newcastle	771	1,041
Saint John	2,348	2,644
St. Stephen	721	407
Sussex	215	396
Woodstock	329	442
Quebec	**108,931**	**105,956**
Alma	1,705	1,830
Asbestos	340	367
Baie Comeau	389	541
Beauharnois	699	702
Buckingham	500	448
Causapscal	577	676
Chandler	704	972
Chicoutimi	1,790	2,051
Cowansville	275	264
Dolbeau	1,173	926
Drummondville	1,328	1,363
Farnham	358	385
Forestville	139	225
Gaspé	571	553
Granby	1,322	1,602
Hull	2,159	2,232
Joliette	2,241	2,280
Jonquière	2,434	2,071
Lachute	473	595
Lac-Mégantic	442	593
La Malbaie	453	661
La Tuque	687	635
Lévis	1,985	1,454
Louiseville	563	489
Magog	335	450
Maniwaki	370	327
Matane	536	554
Mont-Laurier	386	400
Montmagny	675	776
Montréal	41,812	40,527
New Richmond	539	610
Fort Alfred	603	652
Québec	8,886	7,882
Rimouski	1,341	1,318
Rivière du Loup	1,971	1,627
Roberval	912	857
Rouyn	1,535	1,915
Ste. Agathe des Monts	480	425
Ste. Anne de Bellevue	584	538
Ste. Thérèse	1,381	1,417
St. Hyacinthe	1,025	946
St. Jean	1,417	1,610
St. Jérôme	1,380	1,140
Sept-Îles	995	1,143
Shawinigan	3,298	3,000
Sherbrooke	3,239	2,869
Quebec—Concluded		
Sorel	1,392	1,053
Thetford Mines	1,488	1,210
Trois-Rivières	3,264	3,002
Val d'Or	1,114	1,131
Valleyfield	1,424	1,348
Victoriaville	1,213	1,489
Ville St. Georges	2,029	1,825
Ontario	**104,733**	**109,966**
Arnprior	173	180
Barrie	823	826
Belleville	1,163	956
Bracebridge	406	511
Brampton	879	796
Brantford	1,278	1,513
Brockville	346	402
Carleton Place	207	142
Chatham	1,267	1,240
Cobourg	546	534
Collingwood	449	419
Cornwall	1,773	1,824
Elliott Lake	270	354
Fort Erie	486	435
Fort Frances	223	303
Fort William	1,043	1,426
Galt	655	1,188
Ganonoque	150	160
Goderich	196	315
Guelph	934	814
Hamilton	9,020	8,576
Hawkesbury	402	390
Kapuskasing	521	762
Kenora	387	550
Kingston	1,435	1,363
Kirkland Lake	480	586
Kitchener	1,265	1,391
Leamington	553	669
Lindsay	421	436
Listowel	161	145
London	3,109	3,470
Long Branch	2,600	2,211
Midland	424	454
Napanee	258	317
New Liskeard	205	258
Newmarket	628	785
Niagara Falls	1,271	1,295
North Bay	796	1,082
Oakville	599	579
Orillia	459	613
Oshawa	5,865	4,726
Ottawa	4,821	4,399
Owen Sound	604	791
Parry Sound	192	364
Pembroke	939	1,157
Perth	428	335
Peterborough	1,776	2,104
Picton	191	182
Port Arthur	1,414	1,607
Port Colborne	906	934
Prescott	327	336
Renfrew	231	244
St. Catharines	2,509	2,538
St. Thomas	555	594
Sarnia	1,397	1,837
Sault Ste. Marie	1,572	1,778
Simcoe	568	839
Smiths Falls	297	353
Stratford	299	487
Sturgeon Falls	520	595
Sudbury	3,213	3,681
Tillsonburg	399	492
Timmins	1,095	1,122
Toronto	26,276	26,176
Trenton	478	544
Walkerton	310	339
Wallaceburg	356	280
Welland	1,331	1,657
Weston	2,475	2,407
Windsor	4,680	6,189
Woodstock	448	473

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 31, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) October 31, 1963	Previous Year October 31, 1962		(1) October 31, 1963	Previous Year October 31, 1962
Manitoba	**12,712**	**14,255**	**British Columbia**	**42,557**	**43,566**
Brandon	928	973	Chilliwack	996	966
Dauphin	433	560	Courtenay	599	692
Flin Flon	132	170	Cranbrook	446	529
Portage la Prairie	440	501	Dawson Creek	835	777
The Pas	221	258	Duncan	438	426
Winnipeg	10,558	11,793	Kamloops	860	863
			Kelowna	474	413
Saskatchewan	**6,948**	**8,541**	Kitimat	134	97
Estevan	87	158	Mission City	669	684
Lloydminster	98	132	Nanaimo	875	857
Moose Jaw	592	748	Nelson	414	449
North Battleford	364	444	New Westminster	6,672	6,938
Prince Alberta	935	1,145	Penticton	634	562
Regina	2,051	2,357	Port Alberni	624	628
Saskatoon	1,991	2,316	Prince George	1,984	2,058
Swift Current	200	270	Prince Rupert	1,105	1,072
Weyburn	94	149	*Princeton	.....	278
Yorkton	536	822	Quesnel	582	630
			Trail	481	446
Alberta	**18,715**	**19,654**	Vancouver	19,577	20,017
Blairmore	308	465	Vernon	728	790
Calgary	6,961	7,399	Victoria	3,171	3,097
Drumheller	189	241	Whitehorse	259	297
Edmonton	8,039	7,961			
Edson	194	294	**CANADA**	**326,286**	**337,804**
Grande Prairie	535	445			
Lethbridge	1,092	1,324	Males	219,966	232,316
Medicine Hat	720	764			
Red Deer	677	761	Females	106,320	105,488

(1) Preliminary subject to revision.

(2) Includes 657 registrations reported by the Magdalen Islands local office.

* Effective September 28, 1963 the area served by Princeton local office is served by the Kamloops and Penticton local offices.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 856 September issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—August	4,065,000	3,872,500	192,500
July	4,078,000	3,859,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900
March	4,242,000	3,556,700	685,300
February	4,264,000	3,543,500	720,500
January	4,259,000	3,555,900	703,100
1962—December	4,223,000	3,631,000	592,000
November	4,110,000	3,735,800	374,200
October	4,009,000	3,764,900	244,100
September	3,998,000	3,800,200	197,800
August	4,022,000	3,823,300	198,700

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, SEPTEMBER 30, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	Sept. 28, 1962 total claimants
		1–4	5–13	14–26	27 or more*		
Canada	186,261	85,830	50,011	30,080	20,340	29.0	197,799
Male	117,024	58,081	29,915	16,869	12,159	29.7	126,914
Female	69,237	27,749	20,096	13,211	8,181	28.0	70,885
Newfoundland	4,053	1,456	1,124	814	659	74.2	5,783
Male	3,085	1,136	892	541	516	73.5	4,774
Female	968	320	232	273	143	76.7	1,009
Prince Edward Island	703	293	246	83	81	55.8	718
Male	413	149	139	60	65	63.4	427
Female	290	144	107	23	16	44.8	291
Nova Scotia	8,466	3,420	2,420	1,595	1,031	38.3	10,183
Male	5,997	2,529	1,613	1,191	664	38.6	7,912
Female	2,469	891	807	404	367	37.5	2,271
New Brunswick	7,495	3,315	1,969	1,534	677	47.1	8,744
Male	5,245	2,300	1,392	1,138	415	49.2	6,582
Female	2,250	1,015	577	396	262	42.3	2,162
Quebec	60,592	27,155	17,265	9,990	6,182	26.1	60,286
Male	40,366	19,933	11,051	5,693	3,689	26.0	40,545
Female	20,226	7,222	6,214	4,297	2,493	26.4	19,741
Ontario	63,161	30,749	16,197	9,416	6,799	23.4	65,210
Male	37,260	19,577	9,003	4,803	3,877	23.1	38,309
Female	25,901	11,172	7,194	4,613	2,922	23.8	26,901
Manitoba	6,592	2,136	1,854	1,424	1,178	24.1	8,647
Male	3,498	1,143	884	740	731	25.2	5,124
Female	3,094	993	970	684	447	22.9	3,523
Saskatchewan	3,450	1,451	1,069	465	465	37.4	4,277
Male	1,551	727	391	206	227	40.4	2,070
Female	1,899	724	678	259	238	35.0	2,207
Alberta	10,041	4,658	2,537	1,720	1,126	56.1	10,678
Male	6,037	2,959	1,486	900	692	59.6	6,446
Female	4,004	1,699	1,051	820	434	50.7	4,232
British Columbia	21,708	11,197	5,330	3,039	2,142	22.3	23,273
Male	13,572	7,628	3,064	1,597	1,283	23.1	14,725
Female	8,136	3,569	2,266	1,442	859	21.0	8,548

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, SEPTEMBER 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,813	1,184	629	1,546	947	599	821
Prince Edward Island	289	182	107	280	189	91	82
Nova Scotia	3,375	2,114	1,261	3,141	2,126	1,015	1,153
New Brunswick	3,470	2,105	1,365	3,367	2,298	1,069	1,031
Quebec	29,566	18,209	11,357	28,182	19,682	8,500	10,796
Ontario	33,695	20,739	12,956	32,864	23,249	9,615	11,737
Manitoba	2,766	1,931	835	2,597	1,647	950	897
Saskatchewan	1,382	1,003	379	1,304	799	505	503
Alberta	5,207	3,320	1,887	4,748	3,278	1,470	2,210
British Columbia (incl. Yukon Territory)	11,329	7,097	4,232	10,596	6,968	3,628	3,447
Total, Canada, September 1963	92,892	57,884	35,008	88,625	61,183	27,442	32,677
Total, Canada, August 1963	86,162	52,942	33,220	99,105	71,595	27,510	28,410
Total, Canada, September 1962	98,293	60,512	37,781	96,489	67,175	29,314	30,888

* In addition, revised claims received numbered 34,940.

† In addition, 36,885 revised claims were disposed of. Of these, 2,867 were special requests not granted and 2,068 appeals by claimants. There were 8,186 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, SEPTEMBER 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	12,748	290,372
Prince Edward Island	2,368	46,109
Nova Scotia	25,969	556,996
New Brunswick	21,595	482,208
Quebec	172,740	4,112,674
Ontario	188,338	4,461,602
Manitoba	18,110	412,621
Saskatchewan	9,626	205,430
Alberta	25,405	619,716
British Columbia (including Yukon Territory)	55,225	1,339,898
Total, Canada, September 1963	532,124	12,527,626
Total, Canada, August 1963	596,026	14,007,035
Total, Canada, September 1962	542,054	12,664,177

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1963

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	October 1962	Sept. 1963	October 1963							
St. John's, Nfld.[1]	118.1	120.2	120.3	116.6	115.6	113.5	123.5	160.0	153.4	101.1
Halifax	130.8	131.6	131.2	125.6	133.0	127.4	137.2	164.7	164.9	124.3
Saint John	131.4	133.5	133.0	129.5	131.3	124.3	142.4	186.9	153.2	124.5
Montreal	131.3	133.6	133.4	136.2	135.2	110.8	159.8	170.2	144.6	118.4
Ottawa	132.1	134.6	134.7	131.5	136.7	124.5	155.2	169.5	142.6	123.9
Toronto	133.1	135.0	135.0	127.8	139.9	123.7	136.6	160.3	189.4	122.5
Winnipeg	129.5	130.9	130.6	129.2	128.1	123.8	134.3	175.9	140.2	125.5
Saskatoon-Regina	127.9	129.1	128.6	127.2	126.5	129.4	135.7	147.1	148.1	119.5
Edmonton-Calgary	126.9	127.7	127.7	123.6	126.6	126.7	129.1	168.5	146.3	119.4
Vancouver	130.2	132.2	131.8	129.8	134.6	120.6	140.1	151.4	149.8	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine men-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, November issue, page 954.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	251	259	111,475	2,816,850	0.25
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1962: October	22	44	10,031	121,230	0.11
November	29	47	9,525	75,270	0.06
December	14	28	3,565	55,110	0.05
*1963: January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07
March	18	32	5,207	34,080	0.03
April	25	42	8,562	47,180	0.05
May	28	44	6,214	30,300	0.02
June	40	63	7,302	78,400	0.07
July	27	61	17,101	181,030	0.15
August	28	55	11,597	73,340	0.06
September	30	63	9,583	86,320	0.08
October	49	81	24,861	138,980	0.11

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	340	6,120
Mines	5	545	2,670
Manufacturing	40	15,264	77,850
Construction	12	1,205	5,450
Transpn. & utilities	6	5,860	35,320
Trade	10	406	6,500
Finance	—	—	—
Service	7	1,241	5,070
Public administration	—	—	—
All industries	81	24,861	138,980

TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	322	340
Prince Edward Island	1	12	80
Nova Scotia	3	148	1,510
New Brunswick	1	147	3,320
Quebec	15	3,591	49,600
Ontario	41	13,384	38,550
Manitoba	2	331	2,080
Saskatchewan	2	151	2,320
Alberta	3	374	3,150
British Columbia	6	390	3,060
Federal	5	6,011	34,970
All jurisdictions	81	24,861	138,980

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accumulated		
FORESTRY						
Dryden Paper Company, (Woods Division) Dryden, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	340	6,120	8,500	Sep. 20 Oct. 28	Weekly work schedule, wages in a new agreement~40 hr. wk. Dec. 15, 1963, retroactive wage increase to Oct. 1, 1962, a further increase Dec. 15, 1963.
MINES						
Metal						
Wabana Mines, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)	300	300	300	Oct. 4 Oct. 5	Reshuffling of jobs following lay-off of some workers—Return of workers pending investigation.
Canadian Malartic Mines, Malartic, Que.	Steelworkers Loc. 4826 (AFL-CIO/CLC)	110 (5)	220	220	Oct. 29	Wages~
MANUFACTURING						
Food and Beverages						
Viau Limitée, Montreal, Que.	CNTU	524	11,530	13,100	Sep. 26	Wages~
Rubber						
Dominion Rubber, St. Jérôme, Que.	Rubber Workers Loc. 642 (AFL-CIO/CLC)	1,309	17,020	37,280	Sep. 9 Oct. 21	Wages, hours, vacations, modified pension plan~3¢ an hr. increase retroactive to July 1, 1963, 4¢ an hr. July 1, 1964, 4¢ July 1, 1965; improved pension plan, four weeks vacation after 22 years.
Seiberling Rubber, Toronto, Ont.	Rubber Workers Loc. 118 (AFL-CIO/CLC)	411	2,880	2,880	Oct. 23	Wages, welfare benefits~
Leather						
Dominion Luggage, Weston, Ont.	Leather and Plastic Workkers Loc. 8 (AFL-CIO/CLC)	102	2,200	4,850	Aug. 23	Wages, statutory holidays, overtime, vacations~
Knitting Mills						
Regent Knitting Mills, St. Jérôme, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/CLC)	245	6,820	24,460	Aug. 13	Wages, hours, working conditions~
Wood						
Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	194	4,490	9,090	Aug. 30	Wages, hours, working conditions~
Furniture and Fixtures						
Three furniture factories, Hanover, Ont.	Woodworkers Loc. 2-500 (AFL-CIO/CLC)	480	240	240	Oct. 4 Oct. 7	Workers left jobs to attend union meeting~Return of workers.
Paper						
Kimberly-Clark Canada, St. Hyacinthe, Que.	Pulp and Paper Mill Workers Loc. 933 (AFL-CIO/CLC)	179	1,790	1,790	Oct. 19	Wages~
Printing and Publishing						
La Voix de l'Est, Granby, Que.	Printing Federation (CNTU)	113	2,710	5,650	Aug. 27 Nov. 1	Signing a first agreement, refusal to work on contracts transferred from another strike-bound plant~An increase of 25¢ an hr. for all classes of employees; 44 hr. wk., all employees to be reinstated.
Transportation Equipment						
Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	4,750	7,130	7,130	Oct. 9 Oct. 10	Not reported~Return of workers.
Yarrows Ltd., Victoria, B.C.	Boilermakers Loc. 191 (AFL-CIO/CLC)	265	530	530	Oct. 11 Oct. 15	Jurisdictional dispute between unions~Return of workers under a formula drawn up by mediator.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accumulated		
American Motors (Canada), Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,080	540	540	Oct. 18 Oct. 21	Speed and methods used on production line~Return of workers when methods changed, speed to be discussed.
Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	4,700	9,400	9,400	Oct. 24 Oct. 28	Disciplinary suspension of 20 workers~Union persuaded men to return to work.
CONSTRUCTION Association of Electrical Contractors, Calgary, Alta.	I.B.E.W. Loc. 254 (AFL-CIO/CLC)	529	850	11,090	Aug. 23 Oct. 10	Wages, paid holidays, subsistence allowance for work in parks area~15¢ an hr. increase from date of settlement, an additional 10¢ an hr. Apr. 1964; pay for statutory holidays being negotiated.
Ontario Hydro Electric, Douglas Point, Ont.	Carpenters Loc. 2222 (AFL-CIO/CLC)	325	360	360	Oct. 2 Oct. 8	Separate contract for millwrights~ Return of workers.
Able Construction, Ottawa, Ont.	Bricklayers Loc. 7 (AFL-CIO/CLC)	140	140	140	Oct. 4 Oct. 7	Non-payment of wages~ Subcontractor out of business most workers absorbed by other firms.
Several construction contractors, Pinawa, Man.	Carpenters Loc. 343 (AFL-CIO/CLC)	300	1,890	1,890	Oct. 7 Oct. 28	Wages~Wage increase of 35¢ an hr.
Kitchener-Waterloo Sheet Metal Contractors Assoc., Kitchener-Waterloo area, Ont.	Sheet Metal Workers Loc. 562 (AFL-CIO/CLC)	100	400	400	Oct. 25	Non-union workers in other trades~
TRANSPN. & UTILITIES *Transportation* Shipping Federation of Canada, Montreal, Quebec and Trois Rivieres, Que.	I.L.A. various locals (AFL-CIO/CLC)	3,800	27,140	27,140	Oct. 4 Oct 14	Wages in a renewed agreement~10¢ an hr. retroactive to Jan. 1963, and each successive year of the contract; other improved benefits.
Various shipping companies, Canadian ports	Seafarers (AFL-CIO)	2,000	7,500	7,500	Oct. 18 Oct. 25	Imposition of government trusteeship of maritime unions~Return of workers.
TRADE Loblaw Groceterias, Regina, Saskatoon, and Moose Jaw, Sask.	Retail Clerks Loc. 244 (AFL-CIO/CLC)	103	2,270	6,690	July 26	Wages, fringe benefits~
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	147 (29)	3,320	4,880	Sep. 16	Wages~
SERVICE *Education* Commission des Écoles Catholique de Sherbrooke, Sherbrooke, Que.	L'Association des Professeurs Catholique de Sherbrooke	451	450	450	Oct. 2 Oct. 3	Wages~Return of workers.
County of Strathcona School District No. 20, Edmonton suburbs, Alta.	Alberta Teachers' Assoc.	229	1,600	1,600	Oct. 9 Oct. 21	Wages~Wage increases.
Health and Welfare Hôpital Ste. Justine, Montreal, Que.	Service Employees Federation (CNTU)	235	2,690	2,690	Oct. 16	Shortage of staff, increased work load~
Personal Service Chateau Laurier, Ottawa, Ont.	Railway, Transport and General Workers Loc. 270 (CLC)	200	200	200	Oct. 16 Oct. 17	Work assignment~Return of workers on instruction of union.

Figures in parentheses indicate the number of workers indirectly affected.

ILO PUBLICATIONS

The Queen's Printer, Ottawa, has been appointed national sales agent in Canada for publications issued by the International Labour Organization.

A revised edition of the Catalogue of Labour Publications has been issued. It contains a complete list of ILO and Department of Labour publications.

The catalogue is available from The Queen's Printer, Ottawa, or from the Queen's Printer's Bookshops:

- **Ottawa: Daly Building, corner Mackenzie and Rideau Streets**
- **Toronto: Mackenzie Building, 36 Adelaide Street East**
- **Montreal: Aeterna-Vie Building, 1182 St. Catherine Street West**

LIST OF ABBREVIATIONS

CB	— Conciliation Board.
CBRT	— Canadian Brotherhood of Railway, Transport and General Workers.
CCC	— Canadian Chamber of Commerce.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers' Association.
CNR	— Canadian National Railways.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
CSAC	— Civil Service Association of Canada.
CUPE	— Canadian Union of Public Employees.
DBS	— Dominion Bureau of Statistics.
IAPA	— Industrial Accident Prevention Associations.
IAPES	— International Association of Personnel in Employment Security.
ILO	— International Labour Organization.
NES	— National Employment Service.
NPC	— National Productivity Council.
NUPE	— National Union of Public Employees.
NUPSE	— National Union of Public Service Employees.
OECD	— Organization for Economic Co-operation and Development.
OFL	— Ontario Federation of Labour.
SIU	— Seafarers' International Union.
TUC	— Trades Union Congress
UN	— United Nations
USWA	— United Steelworkers of America.

A

ACCIDENT PREVENTION *See also* SAFETY, INDUSTRIAL

Accident Prevention and Compensation Branch (federal Department of Labour) report (1961-62), 194; (1962-63), 654.

ACCIDENTS, INDUSTRIAL *See also* WORKMEN'S COMPENSATION

Industrial fatalities. CANADA: (1962), 371.
first and second quarters (1963), 596, 884.
third and fourth quarters (1962), 33, 286.

Statistics: "H-Industrial Accidents" (quarterly and annual feature).

Steelworkers policy conference, views *re* IAPA, 549.

ADVISORY COMMITTEE ON PROFESSIONAL MANPOWER

Meeting, OECD review team. CANADA: 865.

AERO CATERERS LIMITED

Certification application (Teamsters): 693; representation vote, 798; granted, 897.

AEROSPACE

Ratio, hourly production workers and technicians to engineers and scientists, in aircraft plant's change to aerospace operation. UNITED STATES: 548.

AFRICA

Economic Commission for Africa, research on role of women in urban development(1071.

AGING *See* OLDER WORKERS

AGRICULTURE, DEPARTMENT OF

Co-operation in Canada, 1961, 7.

Credit Unions in Canada, 1961, 7; in 1962, 963.

AINSBOROUGH, FRANCIS J., *Chief Conciliator, Federal Department of Labour*

Retirement, 360.

AIR LINE FLIGHT ATTENDANTS' ASSOCIATION, CANADIAN

Certification application:
TransAir Limited: granted, 47.

Disputes:
Pacific Western Airlines Limited: C.B. report, 229; strike action after C.B. procedure, 311; settlement, 899.
TransAir Limited: C.O. appointed, 1016.

Intervener, certification application:
Pacific Western Airlines Limited: rejected, 1109.

AIR LINE PILOTS ASSOCIATION, CANADIAN

Disputes:
Pacific Western Airlines Limited: settlement, 145.
TransAir Limited: C.O. appointed, 227; settlement, 310.

AIRLINES TRAFFIC EMPLOYEES ASSOCIATION, PACIFIC WESTERN

Dispute:
Pacific Western Airlines Limited: C.B. report, 227; strike action after C.B. procedure, 311; settlement, 899.

ALASKA CRUISE LINES, LIMITED

Dispute (Seafarers): C.O. appointed, 144; settlement, 396.

ALBERTA WHEAT POOL

Dispute (Brewery Workers): C.O. appointed, 49; settlement, 227.

ALGOMA CENTRAL AND HUDSON BAY RAILWAY COMPANY

Certification application (locomotive engineers) (Locomotive Engineers): 1110.

Certification application (locomotive firemen and helpers) (Locomotive Engineers): 1110.

Dispute (Railroad Trainmen): C.B. appointed, 145; C.B. fully constituted, 145; C.B. report, 604; settlement, 603.

ANNUITIES

Government Annuities Act, administration. CANADA: 546.

APPRENTICESHIP

Alta. Apprenticeship Act: regulations, 713, 820, 1125.

Alta. Supreme Court rules University not subject to parts of Labour Act dealing with certification, 818.

B.C. Apprenticeship and Tradesmen's Qualification Act: amendments, 970; regulation, 404.

Federal-provincial Deputy Ministers' Conference on Manpower Development and Training, 965.

Man. Apprenticeship Act: amendment, 971; regulations, 321.

National Apprenticeship Training Advisory Committee, 20th anniversary, 361; *re*, 190.

National Technical and Vocational Training Advisory Council, meeting, 6th, 1076.

Nfld. Apprenticeship Act: designated trades, 151; orders, 614; regulations, 822.

Ont. Apprenticeship Act: amendments, 971, 1026; regulations, 822.

P.E.I. Apprenticeship and Tradesmen's Qualification Act: enactment, provisions, 970.

P.E.I. signs federal-provincial Apprenticeship Training Agreement, 5.

Sask. Apprenticeship and Tradesmen's Qualification Act: amendment, 524; regulations, 822, 1126.

ARBITRATION

B.C. Supreme Court quashes arbitration award under a collective agreement on ground of error on face of the award, 315.

Compulsory arbitration, U.S. rail dispute, 773.

Diesel firemen, elimination of jobs supported by federal board. UNITED STATES: 1070.

Ontario Court of Appeal restores arbitration award in which the board declined jurisdiction to hear union's grievance, 312; rules arbitrators under collective agreement constitute statutory board, decisions reviewable, 59.

Pan American World Airways—Brotherhood of Railway and Steamship Clerks' agreement provides final and binding arbitration in any dispute if U.S. Railway Labor Act fails, 657.

ARCHER, DAVID, *President, Ontario Federation of Labour*

Educational Conference, OFL, remarks, 278.

ARMSTRONG, ERIC (*et al*)
Application for revocation of certification (Railway, Transport and General Workers): granted, 142; 143.

ARNAUD RAILWAY
Certification application (Pickands Mather and Company) (Steelworkers): 799; withdrawn, 898.

ASBESTOS-EASTERN TRANSPORT INC.
Certification application (Teamsters): 799; representation vote, 897; granted, 1014.

ASBESTOS-EASTERN TRANSPORT INC.
Certification application (Wilson, Peter J., intervener): representation vote, 897.

ASSOCIATED ENTERPRISES LIMITED
Certification application (Retail, Wholesale and Department Store): 309; granted, 389.

ASSOCIATION OF EMPLOYEES OF GRIMSHAW TRUCKING
Certification of application:
Grimshaw Trucking and Distribution Limited: 694; granted, 897.

ATOMIC ENERGY ALLIED COUNCIL
Dispute:
Atomic Energy of Canada Limited: C.O. appointed, 505; settlement, 603.

ATOMIC ENERGY CONTROL ACT
Regulation (Shipping Containers Order), 320.

ATOMIC ENERGY OF CANADA LIMITED
Certification application (Office Employees): 309; granted, 502.
Dispute (Atomic Energy Allied Council): C.O. appointed, 505; settlement, 603.
Dispute (CLC): C.O. appointed, 1115.
Dispute (Office Employees): C.O. appointed, 800; settlement, 1016.

AUTOMATION
A Second Survey of Electronic Data Processing in Canada, 1962, federal Department of Labour, 867.
Advisory Committee on Technological Change, 190.
Automation and technological change, Railway Brotherhoods, views, 20.
Automation and the Older Worker—U.S. National Council on the Aging, 138.
Automation and unemployment, U.S. President's Council of Economic Advisers, 1070.
"Automation Protection Plan", agreement, International Longshoremen's and Warehousemen's Union and Shipping Federation of British Columbia, 772.
CLC, views, 14.
CNTU, views, 17.
Conference on Automation and Social Change. ONTARIO; 868.
Effects of automation and technological change, report to National Productivity Council by J. P. Francis, Director, Economics and Research Branch, federal Department of Labour, 362.
"Fallacies and Facts About Automation", Victor R. Fuchs, U.S. National Bureau of Economic Research, 362.
Foundation on automation, plans for establishment. ONTARIO; 868.
Manpower Implications of Technological Change—Session 1, Industrial Relations Conference, McGill University, 461.
National Advisory Committee on Technological Education, meeting, 3rd, 1077.
Ratio, hourly production workers and technicians to engineers and scientists, aircraft plant, drop. UNITED STATES: 548.
"The Challenge of Automation", address, Rev. Dennis J. Comey, to Georgetown University's Conference on Social Ethics and Automation. UNITED STATES: 284.
The Impact of Technological Change: The American Experience. UNITED STATES: 1069.
Transition from mechanization to automation, address, President, Honeywell Controls Limited, Toronto, 555.
Union problems adjusting to technological change—Director of Research, Industrial Relations Counsellors, Inc., N.Y., 277.

AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UNITED
Agreement, Sabo Machine and Tool Works, Inc., annual salary for plant workers (production and maintenance). UNITED STATES: 7.
Certification application:
Compagnie Nationale Air France: 47; representation vote, 142; granted, 225.
Dispute:
Compagnie Nationale Air France: 47; repre- appointed, 800; settlement, 1115.

AVERY, WALTER S. T. (*et al*)
Intervener, certification application:
Bushnell TV Company Limited: representation vote, 692.

B

BACHMEIER DIAMOND AND PERCUSSION DRILLING COMPANY LIMITED
Certification application (Mine, Mill and Smelter Workers): 799; granted, 897.

BALCER, HON. LÉON, *Federal Minister of Transport*
CNTU brief, reply, 18.

BATON BROADCASTING LIMITED
Certification application (Broadcast Employees and Technicians, intervener): request for review, 694; granted, 798.
Certification application (Theatrical Stage Employees): request for review, 694; granted, 798.

BELL TELEPHONE COMPANY OF CANADA
Certification application (Office Employees): 898; granted, 1109; reasons for judgment, 1113.
Ont. High Court rules Company subsidiary is not subject to federal labour legislation, 1120.

BENNETT AND WHITE
Dispute (Carpenters): C.O. appointed, 602; settlement, 603.

Blindness Allowances
Statistics. CANADA: 195, 459, 774, 963.

Boilers
Man. Steam and Pressure Plants Act: amendments, 1088.
N.B. Stationary Engineers Act: amendment, 1088.
Ont. Boilers and Pressure Vessels Act: revised regulations, 1084.

Boyles Bros. Drilling (Alberta) Limited
Dispute (Mine, Mill and Smelter Workers): C.O. appointed, 694.

Bray, John L.
Certification application (Teamsters): 1016; representation vote, 1109.

Brewery Workers *See* United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union of

B.C. Air Lines Limited
Certification application (Railway, Transport and General Workers): 693; granted, 798.

B.C. Hydro and Power Authority
Income continuance plan between Street Railwaymen and Company, 311.

British Yukon Navigation Company Limited
Dispute (Merchant Service): C.O. appointed, 694; settlement, 694.
Dispute (Railway, Transport and General Workers): C.O. appointed, 602; settlement, 694.

Broadcast Employees and Technicians, National Association of
Applications for revocation of certification:
Buteau, Germaine (*et al*): 143; rejected, 389; reasons for judgment, 391.
CJMS Radio Montreal Limited: 143; rejected, 389; reasons for judgment, 391.
Jarraud, Lucien (*et al*): 143; rejected, 389; reasons for judgment, 391.
Twin City Broadcasting Company Limited: 390; granted, 502.
Certification applications:
Bushnell TV Company Limited: 504; representation vote, 692; rejected, 798.
Canadian Broadcasting Corporation (country-wide building maintenance group): 897; representation vote, 1014; granted, 1109.
Canadian Marconi Company Limited: request for review, 799; 897.
CKCV (Quebec) Limited: request for review of decision: received, 504; granted, 502.
Maple Leaf Broadcasting Company Limited: 1109.
Niagara Television Limited: 601.
V.T.R. Productions Limited: 693; granted, 798.
Disputes:
Canadian Broadcasting Corporation: C.O. appointed, 602; C.B. appointed, 800; C.B. fully constituted, 899.
CKOV Limited: C.O. appointed, 602; settlement, 694.
Niagara Television Limited: C.O. appointed, 227; settlement, 227.
Radio Station CHRC Limitée: C.O. appointed, 1016.
Intervener, certification application:
Baton Broadcasting Limited: request for review, 694; granted, 798.

Brocklesby, John N. Transport Limited
Dispute (Teamsters): settlement, 227.

Brown and Ryan Limited
Dispute (Longshoremen, Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Dispute (Longshoremen, Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 396; C.B. report, settlement, 805.
Dispute (Longshoremen, Local 1869): C.O. appointed, 1115.

Bruce, John W., O.B.E.
General organizer, Canada, for United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada, retirement, 196.

Building and Construction *See* Construction Industry

Building Service Employees' International Union
Disputes:
Canadian Broadcasting Corporation: C.O. appointed, 602.
Capital Window Cleaners Limited: C.O. appointed, 144; settlement, 603.
Northern Cleaning Agencies Inc.: C.O. appointed, 396; settlement, 396.

Burrard Terminals Limited
Dispute (Brewery Workers): C.O. appointed, 49; settlement, 227.

Bushnell TV Company Limited
Certification application (Avery, Walter S.T., (*et al*), interveners): representation vote, 692.
Certification application (Broadcast Employees): 504; representation vote, 692; rejected, 798.

Business and Professional Women *See* Women in Industry

Buteau, Germaine (*et al*)
Certification application (Broadcast Employees): application for revocation, 143; rejected, 389; reasons for judgment, 391.

C

Canada Labour Relations Board
Certifies bargaining agent for 19,900 CNR clerks, 144.

Canadian Association of Administrators of Labour Legislation
Conference, 22nd, 917.
Wilson, W. Elliott, Q.C., honorary president, 864.

Canadian Broadcasting Corporation
Certification application (country-wide building maintenance group) (Broadcast Employees): 897; representation vote, 1014; granted, 1109.

Certification application (Radio and Television Employees, intervener): representation vote, 1014; granted, 1109.
Dispute (Broadcast Employees): C.O. appointed, 602; C.B. appointed, 800; C.B. fully constituted, 899.
Dispute (Building Service Employees): C.O. appointed, 602.
Dispute (Radio and Television Employees): C.O. appointed, 1016.

Canadian Chamber of Commerce
Active economy (1963) predicted by President, 4.
Brief, federal Government, 21.
Pre-budget brief, federal Government, 111.
Meeting, 34th, 988.

Canadian Construction Association
Education, importance stressed, Thomas A. Somerville, President, 963.
Meeting, 45th, 211.
$7.5 billion construction program predicted (1963), CCA President, 5.
Winter construction profitable, 1068.

Canadian Education Association
More federal aid for vocational schools urged, Standing Committee of Ministers of Education, 969.

Canadian Labour College *See* Labour College of Canada

Canadian Labour Congress
Brief, federal Cabinet, 13.
CUPE—merger NUPSE and NUPE, 866.
Dispute (Local 1569) (Atomic Energy of Canada Limited): C.O. appointed, 1115.
Dodge, William, Vice-President: remarks, National Productivity Council labour-management seminar, 457.
Hepworth, A. L., Assistant Director, Legislative and Government Employees Department, appointment, 961.
Jenoves, William, General Vice-President, 60 years trade unionist, 773.
Jodoin, Claude, President: Labour Day message, 659; New Year message, 1073; remarks—CMA Plenary Conference on Economic Growth, 588, Quebec Federation of Labour, 31.
Labour Unions: An Introductory Course for Individuals and Study Groups, labour education program, 1143.
Morris, Joe, Executive Vice-President: remarks, Quebec Federation of Labour, 31.
Ontario NUPE convention approves merger with NUPSE, 458.
Shoe Workers of America, United—affiliation, 961.

Canadian Manufacturers' Association
Meeting, 92nd, 577.
Pollock, Carl A., President—address, National Conference of Producers and Consumers, 283.

Canadian Marconi Company Limited
Certification application (Broadcast Employees): request for review, 799; 897.
Certification application (Television and Radio Artists, intervener): request for review, 897.

Canadian Maritime Union
Certification application:
Lakeland Tankers Limited: 693; withdrawn, 694.
Dispute:
Canadian Pacific Railway Company (Great Lakes Steamships Service): C.O. appointed, 505; settlement, 800.

Canadian National Hotels, Limited
Dispute (Bessborough Hotel, Saskatoon) (Railway, Transport and General Workers): C.O. appointed, 49; settlement, 310.
Dispute (Charlottetown Hotel, Charlottetown) (Railway, Transport and General Workers): C.O. appointed, 49; C.B. appointed, 505; C.B. fully constituted, 603; settlement, 800.
Dispute (Chateau Laurier Hotel, Ottawa) (Railway, Transport and General Workers); C.B. appointed, 49; C.B. fully constituted, 145; settlement, 311.
Dispute (Newfoundland Hotel, St. John's) (Hotel and Restaurant Employees): C.O. appointed, 144; settlement, 311.
Dispute (Nova Scotia Hotel, Halifax) (Hotel and Restaurant Employees): C.O. appointed, 505; settlement, 694.

Canadian National Railways
CLRB cerifies bargaining agent for 19,900 CNR clerks, 144.
Certification application (clerical and manual classifications) (Longshoremen, intervener): granted, 142.
Certification application (clerical and manual classifications) (Maintenance-of-Way Employees, intervener): granted, 142.
Certification application (clerical and manual classifications) (Railroad Telegraphers, intervener): granted, 142; request for review of decision, 390; denied, 503.
Certification application (clerical and manual classifications) (Railway, Transport and General Workers): granted, 142; request for review of decision, 390; denied, 503.
Certification application (Commercial Telegraphers): 225; withdrawn, 226; 694; granted, 897; request for review granted, 1014; request for review received, 1016.
Certification application (Telecommunications Department) (Railroad Telegraphers): 601.
Certification application (unit of various system employees in Canada except Newfoundland) (Railroad Telegraphers): 601.
Certification application (unit of employees in Newfoundland) (Railroad Telegraphers): 601.
Certification application (unit of employees in Newfoundland) (Railway and Steamship Clerks): 693.

Canadian National Steamship Company Limited
Dispute (Seafarers): C.O. appointed, 800; settlement, 899.

Canadian Pacific Air Lines, Limited
Dispute (Hotel and Restaurant Employees): settlement, 49.
Dispute (Teamsters): C.O. appointed, 505; settlement, 603.

CANADIAN PACIFIC RAILWAY COMPANY
Certification application (Bay of Fundy Service) (Railway, Transport and General Workers): request for review of decision, 504; granted, 692.
Certification application (unit of various system employees in Canada) (Railroad Telegraphers): 601.
Certification application (Railway and Steamship Clerks): 694.
Dispute (Merchandise Services Department, Prairie Region) (Railway and Steamship Clerks): C.O. appointed, 899; settlement, 1016.
Dispute (Seafarers) (S.S. *Princess Helene*): settlement, 49.

CANADIAN PACIFIC RAILWAY COMPANY (GREAT LAKES STEAMSHIPS SERVICE)
Dispute (Canadian Maritime Union): C.O. appointed, 505; settlement, 800.

CANADIAN RAILWAY BOARD OF ADJUSTMENT NO. 1
Summary of decisions—Case Nos. 796-799, 51; 800-801, 231; 802-804, 397; 805-806, 607; 807-811, 810; 812-815, 1115.

CANADIAN TELEVISION AND RADIO ARTISTS, ASSOCIATION OF
Intervener, certification application: Canadian Marconi Company Limited: request for review, 897.

CANADIAN TRANSIT COMPANY
Dispute (Teamsters): C.O. appointed, 49; C.B. appointed, 311; C.B. fully constituted, 505; C.B. report, 801; settlement, 800.

CANADIAN TRANSPORTATION WORKERS' UNION
Intervener, certification application: Motorways (Ontario) Limited: granted, 225.

CANADIAN UNION OF PUBLIC EMPLOYEES
Formation, 111, 866.
Ontario NUPE convention approves merger with NUPSE, 458.

CANADIAN WORKERS' COLLEGE
First course, June 1964, 405.

CAPITAL WINDOW CLEANERS LIMITED
Dispute (Building Service Employees): C.O. appointed, 144; settlement, 603.

CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF
Dispute:
918 Construction Company Limited; General Enterprises Limited; Dawson and Hall Construction Company; Bennett and White: C.O. appointed, 602; settlement, 603.

CENTRAL MORTGAGE AND HOUSING CORPORATION
Certification applications (Mine Workers):
Belleville Terrace Project, 601; granted, 692.
Cloverdale Park Project, Pierrefonds, Que., 142; granted, 142.
Domaine Estria, Pavillon Mercier and Place Gouin Projects, 1110.
Domaine Estria and Pavillon Mercier Projects, Montreal, 898; withdrawn, 1016.
Les Appartements Boulevard Pie IX, Ville St Michel, 601; granted, 692.
Park Royal Housing Project, Ville Saint Laurent, 897; granted, 1014.
Place Benoit Project, Ville Saint Laurent, 897; granted, 1014.
St. George Gardens Project, 693; granted, 798.

CERTIFICATION *See also* INDUSTRIAL RELATIONS
Alta. Supreme Court . . . rules Board refusal to make evidence available by employer renders certification order invalid, 597; rules University not subject to parts of Labour Act dealing with certification, 818.
Que. Court of Queen's Bench rules decision of Labour Relations Board in certification case cannot be challenged by writ, 609.
Supreme Court of Canada rules Board may vary certification order by substituting successor union as bargaining agent, 146.

CHILD LABOUR
Alta. School Act: amendment, 1083.

CIVIL SERVICE ASSOCIATION OF CANADA *See* ELDORADO MINING AND REFINING GROUP

CIVILIAN REHABILITATION *See* REHABILITATION

CJMS RADIO MONTREAL
Certification application (Broadcast Employees): application for revocation, 143; rejected, 389; reasons for judgment, 391.

CKCV (QUEBEC) LIMITED
Certification application (Broadcast Employees): request for review of decision: received, 504; granted, 502.

CKOV LIMITED
Dispute (Broadcast Employees): C.O. appointed, 602; settlement, 694.

COLLECTIVE BARGAINING *See also* COLLECTIVE LABOUR AGREEMENTS; INDUSTRIAL RELATIONS
Collective Bargaining Review. CANADA: (monthly feature)
CNTU views *re* Civil Service, 18.
Dymond, W. R., Assistant Deputy Minister of Labour—paper presented to B.C. Conference on Industrial Relations role of collective bargaining research and statistics in industrial relations, 666.
Steelworkers policy conference, views, 549.

COLLECTIVE LABOUR AGREEMENTS
"Automation Protection Plan", agreement, International Longshoremen's and Warehousemen's Union and Shipping Federation of British Columbia, 772.
B.C. Supreme Court quashes arbitration award under a collective agreement on ground of error on face of the award, 315.
Kaiser Steel Corporation—Steelworkers agreement—sharing of savings in production costs, job security provisions, incentive pay. UNITED STATES: 6.
National Incomes Commission report examines agreements affecting construction industry. BRITAIN: 550; 865.

Ont. Court of Appeal rules arbitrators under collective agreement constitute statutory board, decisions reviewable, 59.

Pan American World Airways—Brotherhood of Railway and Steamship Clerks' agreement provides final and binding arbitration in any dispute if U.S. Railway Labor Act fails, 657.

Sabo Machine and Tool Works, Inc. and Auto Workers, annual salary for plant workers (production and maintenance). UNITED STATES: 7.

Survey, collective agreements, Canadian manufacturing industry, 793.

COMMERCIAL TELEGRAPHERS' UNION

Certification application:
Canadian National Railways; 225; withdrawn, 226; 694; granted, 897; request for review granted, 1014; request for review received, 1016.

COMPAGNIE NATIONALE AIR FRANCE

Certification application (Auto Workers): 47; representation vote, 142; granted, 225.
Dispute (Auto Workers): C.O. appointed, 800; settlement, 1115.

COMPULSORY ARBITRATION *See* ARBITRATION

CONCILIATION *See also* INDUSTRIAL RELATIONS; LEGAL DECISIONS

Ainsborough, Francis J., chief conciliator, federal Department of Labour, retirement, 360.

CONFEDERATION OF NATIONAL TRADE UNIONS

Brief, federal Cabinet, 16.
Education director serves ILO in Central African Republic, 656.
Larivée, Armand, Vice-President, appointment, 773.
Lessard, Daniel, Vice-President, and leader of 1949 Asbestos strike, death of, 656.
Marchand, Jean, General President: Labour Day message, 660, member federal Royal Commission on biculturalism, appointment, 657, New Year message, 1073.
Regional directors appointed, 457.

CONSOLIDATED FREIGHTWAYS

Dispute (Office Employees): C.O. appointed, 310; settlement, 695.

CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA LIMITED

Certification application (Mine, Mill and Smelter Workers): 601; granted, 798.

CONSTRUCTION INDUSTRY

Address, Dr. W. R. Dymond, Assistant federal Deputy Minister of Labour, Home Builders' Association of Greater Ottawa, 287.
Building trades wage rates advance 1963. UNITED STATES: 505.
Labour Relations Policy and the Building Trades in Canada—Session 111, Industrial Relations Conference, McGill University, 470.
National Incomes Commission report examines agreements affecting construction industry. BRITAIN: 550; 865.
Ont. Construction Hoists Act: regulations, 152.
Ont. Construction Safety Act: amendments, 1085.
Ont. General Contractors Association, recommendations, training, 1079.
$7.5 billion construction program predicted (1963), CCA President, 5.
Winter construction profitable, CCA, 1068.

CONSUMER PRICES *See* PRICES

CO-OPERATIVE ASSOCIATIONS

Co-operation in Canada, 1961, federal Department of Agriculture, 7.

CORPORATIONS AND LABOUR UNIONS RETURNS ACT

CLC, views, 14.

COST OF LIVING

Prices and the Cost of Living. CANADA: (monthly feature)
Statistics: "F-Prices" (monthly feature)

CREDIT UNIONS

Credit Unions in Canada, 1961, 7, and in *1962*, 963, federal Department of Agriculture.

CULLEN STEVEDORING COMPANY LIMITED

Dispute (Longshoremen, Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Dispute (Longshoremen, Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 396; C.B. report, settlement, 805.
Dispute (Longshoremen, Local 1869): C.O. appointed, 1115.

D

DALEY, CHARLES, *Former Ontario Minister of Labour*

Resignation as member of Ontario Legislature, 457.

DAWSON AND HALL CONSTRUCTION COMPANY

Dispute (Carpenters): C.O. appointed, 602; settlement, 603.

DE LUXE TRANSPORTATION LIMITED

Dispute (Teamsters): settlement, 396.

DENISON MINES LIMITED

Dispute (Steelworkers): C.O. appointed, 899, 1115; C.B. appointed, 1115; C.B. fully constituted, 1115.

DESORMEAUX, ERNEST C., *Secretary, Unemployment Insurance Commission*

Retirement, 5.

DIEFENBAKER, RT. HON. JOHN G., *Prime Minister of Canada*

Railway Brotherhoods brief, reply, 20.

DIESEL FIREMEN

Diesel firemen, elimination of jobs supported by federal arbitration board. UNITED STATES: 1070.

DISABLED PERSONS

Awards to employers (Saskatchewan) and to handicapped man and woman of year (Newfoundland), 137.
Design of Work for the Disabled, industrial application ergonomics research. BRITAIN: 1101.

Employment of disabled persons, St. Vincent Hospital, Ottawa, 288.

Inter-American Conference on Rehabilitation, 5th, 35.

National Advisory Council on the Rehabilitation of Disabled Persons, 190; meeting, 2nd, 478.

Pan-Pacific Seminar on Vocational Rehabilitation of the Disabled, 35.

World Congress of the International Society for Rehabilitation of the Disabled, Copenhagen, Denmark—Danish program studied, 790.

DISABLED PERSONS ALLOWANCES

CNTU, views, 17.
Statistics. CANADA: 195, 459, 774, 963.

DISCRIMINATION

Anti-discrimination legislation in 1963. CANADA: 877.

N.S. Human Rights Act: regulations, 877.
Protection Under Law Against Employment Discrimination, booklet, federal Department of Labour, 986.

Que. Hotels Act: provisions, 878.

U.N. Subcommission on Prevention of Discrimination and the Protection of Minorities, 985.

DODGE, WILLIAM, *Executive Vice-President, Canadian Labour Congress*

Remarks—
Educational Conference, OFL, 278.
National Productivity Council, labour-management seminar, 457.

DOMINION AUTO CARRIERS, LIMITED

Certification application (Teamsters): 504; granted, 692.

Dispute (Teamsters): C.O. appointed, 694.

DOMINION AUTO TRANSIT COMPANY LIMITED

Certification application (Teamsters): 390; granted, 692.

DOMINION TAR AND CHEMICAL COMPANY, LIMITED

Labour-management seminar, 110.

DOUGLAS, H. R. (*et al*)

Application for revocation of certification (Machinists): 48; representation vote, 142; granted, 225.

DOUGLAS, T. C., *Leader, New Democratic Party*

Quebec Federation of Labour, remarks, 31.

DYMOND, Dr. W. R., *Assistant Deputy Minister, Federal Department of Labour*

B.C. Conference on Industrial Relations, on role of collective bargaining research and statistics in industrial relations, presents paper, 666.

Federal-provincial Deputy Ministers' Conference on Manpower Development and Training, presents paper, 964.

Home Builders' Association of Greater Ottawa, address, 287.

E

EARNINGS *See* Wages and Salaries

EASTERN CANADA STEVEDORING COMPANY LIMITED

Dispute (Longshoremen, Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.

Dispute (Longshoremen, Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 396; C.B. report, settlement, 805.

Dispute (Longshoremen, Local 1869): C.O. appointed, 1115.

EASTERN PROVINCIAL AIRWAYS (1963) LIMITED

Certification application (Machinists): 1016; granted, 1109.

EASTERN TRANSPORT LIMITED

Dispute (Railway, Transport and General Workers): C.O. appointed, 310; settlement, 800.

ECONOMIC POLICY

Active economy, 1963, predicted, President, CCC, 4.
CLC, views, 14.
CMA Plenary Conference on Economic Growth, 587.
"Economic Planning for Canada?"—article, *Queen's Quarterly* (1963), 483.
Federal assistance, 35 designated areas qualify. CANADA: 864.
National Economic Development Board, formation approved, Railway Brotherhoods, 20.
National Economic Development Council, report. BRITAIN: 458.
Year-end economic review (1962), federal Department of Trade and Commerce, 4.

ECONOMIC STEVEDORING CORPORATION

Dispute (Longshoremen): C.O. appointed, 1115.

EDUCATION *See also* SCHOOL ATTENDANCE; TECHNOLOGICAL EDUCATION; TRAINING; WORKERS' EDUCATION

CCC, recommendations, 22.
Directory of Canadians Studying in the United States, 1962-1963, federal Department of Labour, 109.
Educational Conference, Ontario Federation of Labour, 278.
High school diploma minimum requirement in hiring policies. UNITED STATES: 6.
More federal aid for vocational schools urged, Standing Committee of Ministers of Education, Canadian Education Association, 969.
Need for education stressed, CCA President Thomas A. Somerville, 963.
Railway Brotherhoods, views, 20.
School drop-outs. UNITED STATES: 508.
University enrolment, Canadian women, 37.
University graduates, survey of supply and demand (1963). CANADA: 12.

EIGHTEEN, STAN, *Canadian Brotherhood of Railway, Transport and General Workers*

Death, 458.

ELDORADO MINING AND REFINING GROUP (CSAC)
Certification application:
Eldorado Mining and Refining Limited: request for review of decision, 390; granted, 502.

ELDORADO MINING AND REFINING LIMITED
Certification application (CSAC): request for review of decision, 390; granted, 502.

ELECTIONS
Quebec Federation of Labour, resolution, 32.

ELECTRICAL INSTALLATIONS
Man. Electricians' Licence Act: amendments, 612.
N.B. Electrical Installation and Inspection Act: provisions, 1088.

ELECTRICAL WORKERS
Electricians' 25-hour week, effects of. NEW YORK CITY: 823.

ELECTRICAL WORKERS, INTERNATIONAL BROTHERHOOD OF
Certification application:
Federal Electric Corporation (Dew Line): 799; granted, 1109; reasons for judgment, 1111.
Dispute:
Vancouver Hotel Company Limited: C.O. appointed, 602; settlement, 899.

ELECTRONIC DATA PROCESSING
A Second Survey of Electronic Processing in Canada, 1962, Department of Labour. CANADA: 867.

ELEVATORS
Alta. Elevators and Fixed Conveyances Act: amendment, 509.
Man. Elevator Act: provisions, 1087.

EMPIRE FREIGHTWAYS, LIMITED
Certification application (Railway, Transport and General Workers, intervener): rejected, 389; request for review of decision, 504; request denied, 504.
Certification application (Teamsters): 226; rejected, 389; request for review of decision, 504; denied, 503.

EMPLOYER ORGANIZATIONS
Amalgamation. BRITAIN: 656.

EMPLOYMENT *See also* CHILD LABOUR; OLDER WORKERS; TERMINATION OF EMPLOYMENT.
Contracts of Employment Act. BRITAIN: 996.
High school diploma minimum requirement in hiring policies. UNITED STATES: 6.
Manpower situation. CANADA: fourth quarter, 1962, 24.
Regional Manpower situation. CANADA: 27.
"Self-Respect Through Employment" theme, Pan-Pacific Seminar on Vocational Rehabilitation of the Disabled, 35.
Statistics: "C-Employment, Hours and Earnings" (monthly feature). "D-National Employment Service Statistics" (monthly feature).
Substantial increase, 1962. CANADA: 114.
Thirty-six per cent women in paid employment. UNITED STATES: 411.
Transition from School to Work, federal Department of Labour, 112.
Women Graduates in Part-time Work—report (with ILO), International Federation of University Women, 494.
World Labour Situation, 1962, ILO Survey, 117, 118.

EMPLOYMENT SECURITY
IAPES, convention, 50th, 784.
Manpower Consultative Service, establishment, federal Department of Labour, 999.

EMPLOYMENT SERVICE *See* NATIONAL EMPLOYMENT SERVICE

EMPLOYMENT STANDARDS *See* LABOUR STANDARDS

ENGINEERS *See also* PUBLICATIONS
Ratio, hourly production workers and technicians to engineers and scientists, aircraft plant, drop. UNITED STATES: 548.

EQUAL PAY FOR EQUAL WORK
Equal Pay Act of 1963. UNITED STATES: 792.
U.S. Equal Pay Bill, enactment, 551.

EXPRESS SERVICES INC.
Certification application (Mine Workers): 1015; withdrawn, 1016; granted, 1109.

F

FACTORIES
Ont. Factory, Shop and Office Building Act: amendments, 1086.

FAIR EMPLOYMENT PRACTICES *See* DISCRIMINATION

FAIR LABOUR STANDARDS *See* LABOUR STANDARDS

FAIR LABOR STANDARDS ACT (U.S.A.)
Amendment *re* equal pay, 792.

FAIR WAGES *See also* LABOUR CONDITIONS
Man. Fair Wage Act: amendment, 1081; regulations, 509.
N.B. Fair Wages and Hours of Labour Act: amendment, 1081.

FAMILY ALLOWANCES
CNTU, views, 17.

FARADAY URANIUM MINES LIMITED
Dispute (Mine, Mill and Smelter Workers): C.B. appointed, 311; C.B. fully constituted, C.B. report. 606.

FARM SAFETY, *See* SAFETY, INDUSTRIAL

FEDERAL ELECTRIC CORPORATION (DEW LINE)
Certification application (Electrical Workers): 799; granted, 1109; reasons for judgment, 1111.

FINANCIAL ADMINISTRATION ACT
Regulations, 612.

FIRE DEPARTMENTS
Ont. Fire Department Act: amendment, 1082.

FIRE EQUIPMENT
B.C. Fire Marshal Act: regulations, 821.

FIRE PREVENTION
Alta. Fire Prevention Act: regulations, 64.

FIREMEN *See* DIESEL FIREMEN; OPERATING ENGINEERS

FISHING
ILO Committee on Conditions of Work in the Fishing Industry, 140.

FLANDERS VAN SERVICE LIMITED
Certification application (Teamsters): 389; withdrawn, 694.

FORD, C. R., *Director, Technical and Vocational Training Branch, Department of Labour*
Federal-provincial Deputy Ministers' Conference on Manpower Development and Training, remarks, 964.
First national conference, Institute of Technology Administrators, remarks, 967.
National Advisory Committee on Technological Education, remarks, 209.

FRANCIS, J. P., *Director, Economics and Research Branch, Department of Labour*
"Manpower Implications of Technological Change in Canada"—address, McGill University's Industrial Relations Conference, 462.

FRANKLYNE, GERALD (*et al*)
Application for revocation of certification (Railway, Transport and General Workers): granted, 142; 143.

G

GAS, NATURAL
B.C. Gas Act: amendment, 1023.

GENERAL ENTERPRISES LIMITED
Dispute (Carpenters): C.O. appointed, 602; settlement, 603.

GERMANY
Seven graduates, Canadian institutes of technology, study in German industry, 456.

GILL, ERNEST C.
Chairman, Committee of Inquiry into Unemployment Insurance Act, report, 119.

GILL INTERPROVINCIAL LINES LIMITED
Dispute (Teamsters): settlement, 396.

GLASSCO ROYAL COMMISSION ON GOVERNMENT ORGANIZATION
CNTU views, 17.

GOLDENBERG, H. CARL, OBE, QC
Address, ***Facing Facts in Labour Relations*, 127.**

GOODRICH, B.F., CANADA LIMITED
Yohe, Dr. R. V., President, addresses Windsor Chamber of Commerce, 125.

GOVERNMENT ANNUITIES ACT
Administration, 546.

GRANTS *See* UNIVERSITY RESEARCH GRANTS

GRIMSHAW TRUCKING AND DISTRIBUTING LIMITED
Certification application (Association of Employees of Grimshaw Trucking): 694; granted, 897.

H

HALL, FRANK H., *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*
Canadian Executive Assistant to Grand President, appointment, 551.

HAMILTON SHIPPING COMPANY LIMITED
Dispute (Longshoremen, Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.

HANDICAPPED PERSONS *See* DISABLED PERSONS

HANSON TRANSPORT COMPANY LIMITED
Dispute (Teamsters): C.B. report, 50; settlement, 49.

HAYTHORNE, GEORGE V., *Deputy Minister, Federal Department of Labour*
Addresses, remarks, etc.—
National Advisory Committee on Technological Education, 209.
National Advisory Council on the Rehabilitation of Disabled Persons, 478.
National Technical and Vocational Training Advisory Council, 9.
Federal-provincial Deputy Ministers' Conference on Manpower Development and Training, 964.

HAZARDOUS OCCUPATIONS
Fair Labor Standards Act, Hazardous Occupations Order No. 17. UNITED STATES: 615.

HEALTH *See also* MENTAL HEALTH
Man. Public Health Act: amendment, 714.

HEALTH, INDUSTRIAL
Legislation enacted in 1963. CANADA: 1083.
Railway Brotherhoods, views *re* health of and sanitation facilities for, railway employees, 19.

HEES, HON. GEORGE, *Federal Minister of Trade and Commerce*
Year-end economic review (1962), 4.

HIGH SCHOOLS *See* TRAINING

HIGHWAYS
N.B. Highway Act: provision, 1081.

HILL THE MOVER (CANADA) LIMITED
Dispute (Teamsters): employees at Ottawa and Toronto Terminals: settlement, 49.

HIRING POLICIES
High school diploma minimum requirement in hiring policies. UNITED STATES: 6.

HOISTS *See* CONSTRUCTION INDUSTRY

HOME BUILDING *See* CONSTRUCTION INDUSTRY; HOUSING

HOTEL AND RESTAURANT EMPLOYEES' AND BARTENDERS' INTERNATIONAL UNION

Disputes:

Canadian National Hotels, Limited (Newfoundland Hotel, St. John's): C.O. appointed, 144; settlement, 311.

Canadian National Hotels, Limited (Nova Scotian Hotel, Halifax): C. O. appointed, 505; settlement, 694.

Canadian Pacific Air Lines Limited: settlement, 49.

HOTELS AND RESTAURANTS

Que. Hotels Act: provisions, 878.

HOURS OF WORK

B.C. Hours of Work Act: amendments, 236, 404; regulation, 612.

Electricians' 25-hour week, effects of. NEW YORK CITY: 823.

National Incomes Commission report examines agreements affecting construction industry, condemns restriction in hours. BRITAIN: 550.

N.B. Fair Wages and Hours of Labour Act: amendment, 1081.

Nfld. Hours of Work Act: provisions, 1082.

Ont. Fire Department Act: amendment, 1082.

Sask. Hours of Work Act: order, 405; revised regulations, 154.

Statistics: "C-Employment, Hours and Earnings" (monthly feature)

HOUSE BUILDING INCENTIVE PROGRAM

Activities, 1068.

Administration, 862.

HOUSING

CNTU views, home building loans, 17.

HUBERT TRANSPORT INC.

Certification application (Teamsters): 898; representation vote, 1109.

HULL CITY TRANSPORT LIMITED

Dispute (Street Railway Employees): C.O. appointed, 49; C.B. appointed, 49; C.B. fully constituted, 227; C.B. report, 900; settlement, 899.

HULL METROPOLITAN TRANSPORT LIMITED

Dispute (Street Railway Employees): C.O. appointed, 49; C.B. appointed, 49; C.B. fully constituted, 227; C.B. report, 900; settlement, 899.

HUMAN RIGHTS

Human Rights in Canada, 1958-1963, developments since 10th anniversary of Universal Declaration, 978.

Labour Gazette, special section, marks 15th anniversary of the Declaration of Human Rights, message of Minister of Labour, Hon. Allan J. MacEachen, 973.

N.S. Human Rights Act: regulations, 877.

Ont. Human Rights Code, 985.

Universal Declaration of Human Rights drafted by U.N. Commission on Human Rights, 977.

Universal Declaration of Human Rights, fifteenth anniversary, 974.

HUNEAULT, J. A., *Chairman, National Legislative Committee, International Railway Brotherhoods*

Labour Day message, 660.

HUTCHINSON, A. A., *Chairman, National Legislative Committee, International Railway Brotherhoods*

Retirement, 20.

I

INAERCO LIMITED

Certification application (Taggart Employees' Association): 48.

INCOME

Income continuance plan—B.C. Hydro and Power Authority and Street Railwaymen, 311.

Increase in 1962. CANADA: 114.

National Incomes Commission report examines agreements affecting construction industry. BRITAIN: 550, 865.

INCOME TAX *See* TAXATION

INDICATIVE PROGRAMMING

Role of indicative programming in economic successes of some western countries—Dr. R. V. Yohe at Windsor Chamber of Commerce, 125.

INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS OF ONTARIO

Address, J. H. Currie, Director, Accident Prevention and Compensation Branch, federal Department of Labour, 485.

INDUSTRIAL DEVELOPMENT *See* ECONOMIC POLICY

INDUSTRIAL DISPUTES *See* LABOUR DISPUTES

INDUSTRIAL ESTABLISHMENTS

Training programs. CANADA: 966.

INDUSTRIAL FATALITIES *See* ACCIDENTS, INDUSTRIAL

INDUSTRIAL INQUIRY COMMISSION ON THE DISRUPTION OF SHIPPING

Report, Hon. T. G. Norris, 775.

INDUSTRIAL RELATIONS *See also* LEGAL DECISIONS

Ainsborough, Francis J., chief conciliator, federal Department of Labour, retirement, 360.

B.C. Conference on Industrial Relations, 661.

B.C. Government plans industrial relations conference, 194.

B.C. Labour Relations Act: amendments, 873.

CMA, Industrial Relations Conference, 579.

Dion, Rev. Gerard, Director, Industrial Relations Department, Laval University, resignation, 657.

Dymond, Dr. W. R., Assistant Deputy Minister of Labour—paper presented to B.C. Conference on Industrial Relations, 666.

First area Labour-Management Co-operation Conference held in Quebec province, sponsored by federal Department of Labour, 456.
Goldenberg, H. Carl, OBE, QC, address on Facing Facts in Labour Relations, 127.
Industrial Relations and Conciliation (monthly feature)
Industrial Relations Branch, federal Department of Labour, functions, 454.
Labour relations legislation, 1963. CANADA: 873.
Labour Relations Policy and the Building Trades in Canada—Session 111, Industrial Relations Conference, McGill University, 470.
Laval University, Industrial Relations Conference, 592.
Man. Labour Relations Act: amendments, 876; regulations, 509.
McGill University, Industrial Relations Conference, 460.
Nfld. Labour Relations Act: amendments, 874.
Ont. Labour Relations Act: amendments, 875.
Personnel Association of Toronto Inc., conference, 21st, 363.
Que. Labour Code: not passed, 876.
Survey, National Industrial Conference Board's Canadian office, non-bargaining management-labour sessions, 399.
Woods, Prof. H. D., Director, Industrial Relations Centre, McGill University, re-appointment, 77.

INDUSTRIAL STANDARDS
Nfld. Industrial Standards Act: provisions, 1080.

INDUSTRY
Employer organizations, amalgamate for "national industrial organization". BRITAIN: 656.

INJUNCTIONS
N.S. Supreme Court (Appeal Side) . . . confirms granting of injunction and damages for engaging in an unlawful strike and picketing, 506.
Ont. High Court dissolves interim injunction against secondary picketing; says union exercising common-law right, 401.
Quebec Federation of Labour, resolution, 32.

INTER-CITY TRUCK LINES LIMITED
Dispute (Teamsters): C.B. report, 50; settlement, 49.

INTERNATIONAL AFFAIRS
CLC views, 15.

INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY
Convention, 50th, 784.

INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN
Women Graduates in Part-time Work—report on survey in co-operation with ILO, 494.

INTERNATIONAL LABOUR ORGANIZATION
Algeria, 104th member country, 45.
Asian Regional Conference, fifth, 306.
Burundi, 106th member country, 307.
CNTU's education director serves ILO in Central African Republic, 656.
General Conference—Session, 47th: 681; Canadian delegation, 500; report, Director General, David A. Morse, 385.
Governing Body—Session, 154th: 307.
Industrial Committees—Textiles Committee, Session, 7th, 499.
International Centre for Advanced Training in Turin, 307.
ILO Committee of Experts on Social Security, meeting, 140.
ILO Committee on Conditions of Work in the Fishing Industry, 140.
Jamaica, 105th member country, 145.
Philip, Jean, workers' education expert, Algeria, six-month assignment, 961.
Riddell, Dr. Walter A., adviser to government delegates, first International Labour Conference, death of, 656.
Roberts, Sir Alfred, former Workers' Vice-Chairman, Governing Body, death of, 1070.
South Africa excluded from meetings by Governing Body, 690.
Tripartite Technical Meeting for Printing and Allied Trades, 45.
Waisglass, Harry (United Steelworkers), assignment, Labour Research Unit, Singapore, 1089.
Women Graduates in Part-time Work—report on survey by International Federation of University Women, 494.
World Labour Situation in 1962, 117.

INTERNATIONAL SOCIAL SECURITY ASSOCIATION
McGregor, James, Unemployment Insurance Commission (Canada), appointment, vice-chairman, 960.

INTERNATIONAL TRADE *See* TRADE

INTERNATIONAL TYPOGRAPHICAL UNION
Photocomposition work awarded union by National Labor Relations Board. UNITED STATES: 361.

IRVING OIL COMPANY
Certification application (new) (Seafarers): 48; withdrawn, 309.

J

JARRAUD, LUCIEN (*et al*)
Certification application (Broadcast Employees): application for revocation, 143; rejected, 389; reasons for judgment, 391.

JENOVES, WILLIAM, *General Vice-President, Canadian Labour Congress*
60 years a trade unionist, 773.

JODOIN, CLAUDE, *President, Canadian Labour Congress*
CMA Plenary Conference on Economic Growth, remarks, 588.
Labour Day message, 659.
Quebec Federation of Labour, remarks, 31.

K

KAISER STEEL CORPORATION
Agreement with Steelworkers—sharing of savings in production costs, jobs security provisions, incentive pay. UNITED STATES: 6.

KENT LINE LIMITED (IRVING OIL COMPANY)
Certification application (Seafarers): withdrawn, 49.

L

LABOUR COLLEGE OF CANADA
Opened in Montreal, 554; first course, June 1964, 405.

LABOUR CONDITIONS
Improved working conditions in Canadian industry, 1962, 114.
Labour Conditions in Federal Government Contracts (monthly feature)
Working Conditions in Canadian Industry, 1962, federal Department of Labour, 199.
Working Conditions in Manufacturing, 1962, 197—plant workers, 198; office employees, 199.

LABOUR DAY
Labour Day message, Hon. Allan J. MacEachen, Minister of Labour, 658.
Labour Day messages, labour leaders, 659.

LABOUR, DEPARTMENT OF *See also* PUBLICATIONS
Advisory bodies, 190
National Technical and Vocational Training Advisory Council
National Apprenticeship Training Advisory Committee
National Advisory Committee on Technological Education
National Advisory Council on the Rehabilitation of Disabled Persons
Advisory Committee on Professional Manpower
Advisory Committee on Technological Change
Unemployment Insurance Advisory Committee
Ainsborough, Francis J., chief conciliator, federal Department of Labour, retirement, 360.
"Department of Labour Today" (monthly feature)
50th anniversary. UNITED STATES: 195.
"50 Years Ago This Month: from the Labour Gazette 19 . . ." (monthly feature)
Industrial Relations Branch, functions, 454.
Labour Department—University Research Grants, 1962. CANADA: 276.
MacEachen, Hon. Allan J., Minister of Labour, appointment, 360.
Technical and Vocational Training Branch, coordinates movement seven graduates, Canadian institutes of technology, for study in Germany industry, 456.

LABOUR DEVELOPMENT
Labour development, production, employment and incomes, 1962. CANADA: 114.

LABOUR DISPUTES
Compulsory arbitration, U.S. rail dispute, 773.
Pan American World Airways—Brotherhood of Railway and Steamship Clerks' agreement provides final and binding arbitration in any dispute if U.S. Railway Labor Act fails, 657.
Public Interest Disputes and Their Settlement—Part IV, Industrial Relations Conference, McGill University, 475.
World Labour Situation, 1962, ILO survey, 117, 118.

LABOUR FORCE
Statistics: "A-Labour Force" (monthly feature)

LABOUR INCOME
Statistics: "B-Labour Income" (monthly feature)

LABOUR LAWS AND REGULATIONS *See also* APPRENTICESHIP; DISCRIMINATION
Alta. Labour Act: amendments, 320.
Bill C-70, safety in Government, proposed legislation. CANADA: 485.
B.C. Labour Relations Act: amendments, 873.
Canadian Association of Administrators of Labour Legislation, 22nd conference, 917.
Daley, Charles, former Ontario Minister of Labour—resignation as member of Ontario Legislature, 457.
43 U.S. states enact labour legislation in 1963. 917.
Labour legislation, CCC, recommendations, 21.
Labour relations legislation, 1963. CANADA: 873.
Man. Labour Relations Act: amendments, 876.
Nfld. Labour Relations Act: amendments, 874.
Ont. Department of Labour Act: regulations, revised, 714.
Ont. Labour Relations Act: amendments, 875.
Provincial labour bills, progress report, 194.
Que. Labour Code: not passed, 876.
"Recent Regulations under Provincial Legislation" (monthly feature)
Strike-breaking legislation to prohibit or regulate. UNITED STATES: 311.
U.S. Equal Pay Bill, enactment, 551.

LABOUR-MANAGEMENT CO-OPERATION
Dodge, William, Vice-President, CLC, remarks at seminar sponsored by NPC, 457.
Dominion Tar and Chemical Company, Limited, labour-management seminar, 110.
First area Labour-Management Co-operation Conference held in Quebec province, sponsored by federal Department of Labour, 456.
Labour-Management Committees in Canadian industry, number of, 106.
Labour-management-university seminar at Saskatoon (3rd), 193.
National Productivity Council—Labour Management Seminar: fourth, University of Montreal and Quebec Economic Advisory Council, 457.
Paré, René, President, Quebec Economic Advisory Council, remarks at seminar sponsored by NPC, 457.
"Teamwork in Industry" (monthly feature)

LABOUR-MANAGEMENT RELATIONS
Dalhousie University, Institute of Public Affairs conference of Nova Scotia labour and management representatives: first conference, 110; second conference, 1069.
Personnel Association of Toronto Inc., conference, 21st, 363.
Survey, Canadian office, National Industrial Conference Board, non-bargaining management-labour sessions, 399.

LABOUR ORGANIZATIONS
Industrial and geographic distribution of union membership, 1962. CANADA: 201.

LABOUR RELATIONS *See* INDUSTRIAL RELATIONS; LEGAL DECISIONS

LABOUR REPRESENTATION
Railway Brotherhoods, views, 20.

LABOUR STANDARDS
Legislation enacted in 1963. CANADA: 1080.
Man. Employment Standards Act: amendments, 821.
Provincial Labour Standards, 1962 edition, federal Department of Labour, 456.
U.S. Fair Labor Standards Act: Hazardous Occupations Order No. 17, 615.

LABOUR STATISTICS
"Latest Labour Statistics' (monthly feature)

LABOUR UNIONS *See also* LEGAL DECISIONS
"Automation Protection Plan", agreement, International Longshoremen's and Warehousemen's Union and Shipping Federation of British Columbia, 772.
CBRT, death of Stan Eighteen, Secretary, Joint Protective Board, 458.
CBRT, leaves non-op railway unions' Joint Negotiating Committee, 961.
CLC, brief to federal Cabinet, 13.
CUPE, formation, 866; merger of NUPE and NUPSE, 111.
CNTU, appoints four regional directors, 457.
CNTU, brief to federal Cabinet, 16.
CNTU's education director serves ILO in Central African Republic, 656.
Corporations and Labour Unions Returns Act, regulations, 235.
Free world's women unionists, meeting. VIENNA: 280.
Industrial and geographic distribution of union membership, 1962. CANADA: 201.
International Typographical Union awarded photocomposition work by U.S. National Labor Relations Board, 361.
Jenoves, William, General Vice-President, CLC, 60 years trade unionist, 773.
Labour College of Canada opened in Montreal, 554.
Labour Unions: An Introductory Course for Individuals and Study Groups, CLC labour education program, 1143.
Larivée, Armand, CNTU Vice-President, appointment, 773.
Machinists, International Union of, anniversary, 75th, 280.
Maritime Unions Trusteeship Act: enactment, provisions, 1090.
Membership. BRITAIN: 6.
Membership, 1962. CANADA: 201.
NUPE and NUPSE, terms of merger, 111.
Ont. Federation of Labour, convention, 1093; Educational Conference, 278.
Ontario NUPE convention approves merger with NUPSE, 458.
Que. Federation of Labour, convention, 31.
Railway Brotherhoods, brief to federal Cabinet, 19.
Steelworkers' policy conference, 549.
Thirty-third Annual Conference of Representatives of Unions Catering for Women Workers, 599.
Trenton Construction Workers Association, Local 52 (Christian Labour Association of Canada) certified by OLRB, Ontario Supreme Court ruling 551.
Union problems adjusting to technological change—Director of Research, Industrial Relations Counselors, Inc., N.Y., 277.
Women's Bureau, federal Department of Labour, convenes meeting of trade unionists, 276.

LAKELAND TANKERS LIMITED
Certification application (Canadian Maritime Union): 693; withdrawn, 694.

LARIVÉE, ARMAND, *Vice-President, Confederation of National Trade Unions*
Appointment, 773.

LAVAL UNIVERSITY *See* INDUSTRIAL RELATIONS

LAW QUARRIES TRANSPORTATION LIMITED
Certification application (Merchant Service): 48; withdrawn, 49; granted, 142.

LE SYNDICAT DES EMPLOYES DE CFGT
Dispute:
Radio Lac St-Jean Limitee (CFGT): C.O. appointed, 602; settlement, 899.

LEGAL DECISIONS
Alta. Supreme Court—
Holds a consent to prosecute was insufficient because it did not refer to a specific offence, 233.
Rules Board refusal to make evidence available by employer renders certification order invalid, 507.
Rules University not subject to parts of Labour Act dealing with certification, 818.
B.C. Court of Appeal—
Enjoins picketing that interfered with employer's right-of-way in shopping centre, 706.
Rules B.C. Supreme Court has jurisdiction to hear application to quash federal board decision, 57.
B.C. Supreme Court—
Determines union members' rights in funds of non-contributory pension plan, 911.
Enjoins peaceful picketing away from the sole place of business of an employer, 817.
Enjoins strike because some of unions jointly certified failed to comply with provisions of Act, 400.
Quashes arbitration award under a collective agreement on ground of error on face of the award, 315.
Legal Decisions Affecting Labour (monthly feature)
Man. Court of Appeal—
Holds unions and employers' organizations not liable for damages for members' unauthorized acts, 148.
Upholds validity of order by Labour Relations Board for the taking of a representation vote, 232.

N.S. Supreme Court (Appeal Side) confirms granting of injunction and damages for engaging in an unlawful strike and picketing, 506.

Ont. Court of Appeal—
Enjoins picketing of retailer, stating that secondary picketing is illegal "per se", 815.
Holds that carrier engaged in interconnecting undertaking falls within federal jurisdiction, 611.
Quashes Labour Relations Board's order that reinstated person exercising managerial functions, 313.
Restores arbitration award in which the board declined jurisdiction to hear union's grievance, 312.
Rules arbitrators under collective agreement constitute statutory board, decisions reviewable, 59.
Rules Ontario Board not a Crown Agency and is subject to Labour Relations Act, 909.

Ont. High Court—
Dissolves interim injunction against secondary picketing; says union exercising common-law right, 401.
Enjoins peaceful picketing because union had not exhausted prescribed conciliation proceedings, 402.
Rules Bell Telephone Company subsidiary is not subject to federal labour legislation, 1120.
Rules international union entitled to assets of its chartered local union on its dissolution, 234.
Rules Ontario Food Terminal Board, being an employer, is subject to Labour Relations Act, 61.
Rules trade union a juridical entity under the Ontario Labour Relations Act, 914.
Upholds Labour Relations Board order giving union leave to prosecute employer, 1122.

Que. Court of Queen's Bench—
Rules decision of Labour Relations Board in certification case cannot be challenged by writ, 609.
Rules granting of permission to prosecute is administrative act that can't be stopped by writ, 608.
Upholds Board's decision to cancel one and order second representation election, 1021.

Sask. Court of Appeal—
Declines to order quashing of Board's order on issues within its jurisdiction, 1022.
Rules that company under contract to work for federal corporation not subject to IRDI Act, 150.

Supreme Court of Canada rules Board may vary certification order by substituting successor union as bargaining agent, 146.

Supreme Court of the United States—
Limits union action in collecting and using dues for political purposes, 707.
Rules agency shop permissible under Taft-Hartley Act if not banned by State, 709.
Rules jurisdiction of National Labor Relations Board does not extend to foreign-flag shipping, 316.
Rules State courts have jurisdiction in cases arising from picketing of foreign-flag shipping, 318.
Rules States may prohibit agency shop agreements though allowed by Taft-Hartley, 711.

Trenton Construction Workers Association, Local 52 (Christian Labour Association of Canada) certified by OLRB, Ontario Supreme Court ruling, 551.

Level Crossings
Railway Brotherhoods, views, 20.

Libraries
Publications Recently Received in Department of Labour Library. CANADA: (monthly feature).

Licensing of Workmen
Man. Electricians' Licence Act: amendments, 612.

Little, Walter Limited
Dispute (Teamsters): C.B. report, 50; settlement, 49.

Loans *See* Housing

Locomotive Engineers, Brotherhood of
Certification applications:
Algoma Central and Hudson Bay Railway Company (locomotive engineers): 1110.
Algoma Central and Hudson Bay Railway Company (locomotive firemen and helpers): 1110.
Michigan Central Railroad Company (locomotive engineers): representation vote, 47: granted, 225.

Locomotive Firemen and Enginemen, Brotherhood of
Intervener, certification application:
Michigan Central Railroad: representation vote, 47; granted, 225.

Logging
Ont. Loggers' Safety Act: provisions, 1083.

Longshoremen of Sorel, Inc., National and Catholic Syndicate of
Certification application:
North-American Elevators Limited: 504; granted, 692.

Longshoremen's and Warehousemen's Union, International
"Automation Protection Plan", agreement, union and Shipping Federation of British Columbia, 772.
Certification applications:
Lynn Terminals Limited: 389; granted, 502.
Northland Terminals Company Limited: rejected, 47.
Western Stevedoring Company Limited: representation vote, 225; granted, 389.
Disputes:
Shipping Federation of British Columbia: C.B. fully constituted, 311; C.B. report, 697; settlement, 899.
Vancouver Wharves Limited: C.O. appointed, 309; C.B. appointed, 396; C.B. fully constituted, 397; C.B. report, 695; settlement, 899.

LONGSHOREMEN'S ASSOCIATION, INTERNATIONAL
Certification applications:
Malone and Company (1959) Limited, J.C.: 693; granted, 798.
Shipping Federation of Canada, Inc. 601.
Three Rivers Shipping Company Limited: 693; granted, 798.
Disputes:
Brown and Ryan Limited (Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted 397; C.B. report, settlement, 808.
Brown and Ryan Limited (Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 396; C.B. report, settlement, 805.
Brown and Ryan Limited (Local 1869): C.O. appointed, 1115.
Cullen Stevedoring Company Limited (Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Cullen Stevedoring Company Limited (Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted 396; C.B. report, settlement, 805.
Cullen Stevedoring Company Limited (Local 1869): C.O. appointed, 1115.
Eastern Canada Stevedoring Company Limited (Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Eastern Canada Stevedoring Company Limited (Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 396; C.B. report, settlement, 805.
Eastern Canada Stevedoring Company (Local 1869): C.O. appointed, 1115.
Economic Stevedoring Corporation: C.O. appointed, 1115.
Hamilton Shipping Company Limited: C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Pittston Stevedoring Corporation of Canada Limited (Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Pittston Stevedoring Corporation of Canada (Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 396; C.B. report, settlement, 805.
Pittston Stevedoring Corporation of Canada Limited (Local 1869): C.O. appointed, 1115.
Seaway Forwarding Agencies Limited: C.O. appointed, 396; settlement, 1016.
Shipping Federation of Canada, Inc. (Locals 375, 1657, 1552, 1846, 1605, 1739): C.O. appointed, 310; C.B. appointed, 800; C.B. fully constituted, 1017; C.B. report, 1017.
Shipping Federation of Canada, Inc. (Local 1764): C.O. appointed, 899.
Toronto Harbour Commissioners (Local 1842): C.O. appointed, 309.
Toronto Harbour Commissioners (Local 1869): C.O. appointed, 1115.
Yorkwood Shipping and Trading Company Limited: C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Intervener, certification application:
Canadian National Railways (clerical and manual classifications): granted, 142.

LYNN TERMINALS LIMITED
Certification application (Longshoremen and Warehousemen): 389; granted, 502.

M

MACEACHEN, HON. ALLAN J., *Federal Minister of Labour*
Appointment, 360.
Comments, statements, etc.—
CMA Industrial Relations Conference, 579.
International Association of Personnel in Employment Security, 784.
National Advisory Council on the Rehabilitation of Disabled Persons, 478.
National Technical and Vocational Training Advisory Council, 557.
Labour Day message, 658.
Labour Gazette, 15th anniversary of the Declaration of Human Rights, message, 973.
New Year message, 1072.
Orders vacation pay paid direct to seamen, not SIU, 960.

MACHINERY
ILO Convention Concerning Guarding of Machinery, text, 685.
ILO Recommendation Concerning Guarding of Machinery, 687.

MACHINISTS, INTERNATIONAL UNION OF
Anniversary, 75th, 280.
Applications for revocation of certification:
Douglas, H. R., (et al): 48; representation vote, 142; granted, 225.
Robertson, P. G., (*et al*): 48; representation vote, 142; granted, 225.
Trans-Canada Air Lines: 48; representation vote, 142; granted, 225.
Certification applications:
Eastern Provincial Airways (1963) Limited: 1016; granted, 1109.
TransAir Limited: request for review withdrawn, 226.
Disputes:
Northern Wings Limited: C.O. appointed, 49; settlement, 114.
TransAir Limited: C.O. appointed, 396; settlement, 695.
Trans-Canada Air Lines: C.O. appointed, 800; C.B. appointed, 899; C.B. fully constituted, 1016.
Vancouver Hotel Company Limited: C.O. appointed, 602; settlement, 899.

MAINTENANCE OF WAY EMPLOYEES, BROTHERHOOD OF
Intervener, certification application:
Canadian National Railways (clerical and manual classifications): granted, 142.

MALONE AND COMPANY (1959) LIMITED, J.C.
Certification application (Longshoremen): 693; granted, 798.

MANPOWER *See also* PROFESSIONAL MANPOWER
Federal-provincial Deputy Ministers' Conference on Manpower Development and Training, 964.
Manpower Consultative Service, establishment, federal Department of Labour, 999.
Manpower Development and Training Act. UNITED STATES: 280.
Manpower Implications of Technological Change —Session 1, Industrial Relations Conference, McGill University, 461.
National Economic Development Board, formation approved, Railway Brotherhoods, 20.
OECD, Manpower and Social Affairs Committee, manpower policy, 1012.

MANPOWER SITUATION *See* EMPLOYMENT

MANUFACTURING
Survey, collective agreements, Canadian manufacturing industry, 793.
Working Conditions in Manufacturing, 1962, 197—plant workers, 198; office employees, 199.

MAPLE LEAF BROADCASTING COMPANY LIMITED
Certification application (Broadcast Employees): 1109.

MAPLE LEAF MILLS LIMITED
Dispute (Railway and Steamship Clerks): C.O. appointed, 694; settlement, 800.

MARCHAND, JEAN, *General President, Confederation of National Trade Unions*
Labour Day message, 660.
Member, federal Royal Commission on biculturalism, appointment, 657.

MARITIME UNIONS TRUSTEESHIP ACT
Enactment, provisions, 1090.

MCCLURE TRANSPORT LIMITED
Certification application (Mine Workers): 143; 309; granted, 389.
Dispute (Mine Workers): C.O. appointed, 505.

MCGILL UNIVERSITY *See* INDUSTRIAL RELATIONS

MCGREGOR, JAMES, *Unemployment Insurance Commission*
Vice-chairman, unemployment insurance committee, International Social Security Association, 960.

MECHANIZATION
Transition from mechanization to automation, address, President, Honeywell Controls Limited, Toronto, 555.

MENTAL HEALTH
Mental Health Careers Information, Canadian Mental Health Association, 1071.

MERCHANT SERVICE GUILD, INC., CANADIAN
Certification application:
Law Quarries Transportation Limited, 48; withdrawn, 49; granted, 142.
Dispute:
British Yukon Navigation Company Limited: C.O. appointed, 694; settlement, 694.

MERGERS
NUPE and NUPSE, 111.

MICHIGAN CENTRAL RAILROAD
Certification application (Locomotive Engineers): representation vote, 47; granted, 225.
Certification application (Locomotive Firemen and Enginemen, intervener): representation vote, 47; granted, 225.

MILLING, GORDON, *United Steelworkers of America*
Member, Pension Commission of Ontario, 657.

MINE, MILL AND SMELTER WORKERS (CANADA), INTERNATIONAL UNION OF
Certification applications:
Bachmeier Diamond and Percussion Drilling Company Limited: 799; granted, 897.
Consolidated Mining and Smelting Company of Canada, Limited: 601; granted, 798.
Disputes:
Boyles Bros. Drilling (Alberta) Limited: C.O. appointed, 694.
Faraday Uranium Mines Limited: C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, 606.
National Harbours Board (Port Colborne Grain Elevator): settlement, 145.
Inter-union raiding ban, resolution rejected, Steelworkers—Mine, Mill and Smelter Workers, 549.

MINE WORKERS OF AMERICA, UNITED
Certification applications:
Central Mortgage and Housing Corporation (Belleville Terrace Project): 601; granted, 692.
Central Mortgage and Housing Corporation (Cloverdale Park Project): 142; granted, 142.
Central Mortgage and Housing Corporation (Domaine Estria and Pavillon Mercier Projects): 898; withdrawn, 1016.
Central Mortgage and Housing Corporation (Domaine Estria, Pavillon Mercier and Place Gouin Projects): 1110.
Central Mortgage and Housing Corporation (Les Appartements Boulevard Pie IX, Ville St. Michel): 601; granted, 692.
Central Mortgage and Housing Corporation (Park Royal Housing Project, Ville Saint Laurent): 897; granted, 1014.
Central Mortgage and Housing Corporation (Place Benoit Project, Ville Saint Laurent): 897; granted, 1014.
Central Mortgage and Housing Corporation (St. George Gardens Project): 693; granted, 798.
Express Services Inc. (Porlier Transport Limitee): 1015; withdrawn, 1015; granted, 1109.
McClure Transport Limited: 143; 309.
Dispute:
McClure Transport Limited: C.O. appointed, 505.

MINIMUM WAGES
B.C. Female Minimum Wage Act: orders, 62, 236, 404, 612, 1024; regulation, 321.
B.C. Male Minimum Wage Act: orders, 62, 236, 404, 612, 1024; regulation, 321.

Minimum wage increases had no inflationary effects—report, U.S. Secretary of Labor to Congress, 277.
Minimum wage legislation. JAPAN: 971.
N.B. Minimum Wage Act: orders, 64, 151, 236, 509.
Nfld. Minimum Wage Act: order, 1025.
Ont. Apprenticeship Act: amendment, 1026.
Ont. Minimum Wage Act: amendments, 1080; orders, 723.
P.E.I. Male Minimum Wage Act: orders, 614, 1126.
P.E.I. Women's Minimum Wage Act: order, 1027.
Que. Minimum Wage Act: amendments, 405; orders, 524, 724; revised order, 237; suspension order, 615.

MONTAGUE, DR. J. T. *Federal Department of Labour*
Chairman, B.C. Conference on Industrial Relations, 661.

MONTEITH, HON. J. W., *Minister of National Health and Welfare*
Railway Brotherhoods brief, reply, 21.

MONTGOMERY, HUGH R., *President, Canadian Construction Association*
Predicts $7.5 billion construction program (1963), 5.

MORRIS, JOE, *Executive Vice-President, Canadian Labour Congress*
Quebec Federation of Labour, remarks, 31.

MOTOR TRANSPORT INDUSTRIAL RELATIONS BUREAU
Dispute (Teamsters): C.B. report, 50; settlement, 49.

MOTORWAYS LIMITED
Dispute (Teamsters): C.B. report, 50; settlement, 49.

MOTORWAYS (ONTARIO) LIMITED
Certification application (National Council of Canadian Labour, intervener): granted, 225.
Certification application (Teamsters): 143; granted, 225.
Certification application (Transportation Workers, intervener): granted, 225.

MUNICIPAL WINTER WORKS INCENTIVE PROGRAM
See also House Building Incentive Program; Unemployment.
Activities—
1961-62, 1962-63, 770.
1963, 277.
1963-64, 1068.
CNTU, views, 17.
Extension April 30 to May 31, 1963, 240.

MURCHISON, C. A. L., *Commissioner, Unemployment Insurance Commission*
Remarks, IAPES convention, 785.

N

NATIONAL ADVISORY COMMITTEE ON TECHNOLOGICAL EDUCATION
Re, 190.
Meeting, 2nd, 208; 3rd, 1077.

NATIONAL ADVISORY COUNCIL ON THE REHABILITATION OF DISABLED PERSONS
Meeting, 2nd, 478.

NATIONAL APPRENTICESHIP TRAINING ADVISORY COMMITTEE
Anniversary, 20th, 361.

NATIONAL COUNCIL OF CANADIAN LABOUR
Intervener, certification application: Motorways (Ontario) Limited: granted, 225.

NATIONAL ECONOMIC DEVELOPMENT BOARD
Formation approved, Railway Brotherhoods, 20.

NATIONAL ECONOMIC DEVELOPMENT COUNCIL
Report. BRITAIN: 458.

NATIONAL EMPLOYMENT COMMITTEE
Meeting, 82nd, 68.

NATIONAL EMPLOYMENT SERVICE
Monthly report on operations
Morley, Miss Eleanor, Co-ordinator of Women's Employment, Pacific Region, NES, retirement, 595.
Statistics: "D-National Employment Service Statistics" (monthly feature)
University graduates, survey of supply and demand (1963), 12.

NATIONAL HARBOURS BOARD
Certification application (Police Association) (Halifax): 601; granted, 692.
Certification application (Police Association) (Saint John): granted, 47.
Dispute (Police Association) (Saint John): C.O. appointed, 505; settlement, 603.
Dispute (Police Brotherhood) (Montreal): C.O. appointed, 899; C.B. appointed, 1115.
Dispute (Port Colborne Grain Elevator) (Mine, Mill and Smelter Workers): settlement, 145.
Dispute (Railway and Steamship Clerks) (Port of Quebec): C.O. appointed, 694; settlement, 1115.

NATIONAL HARBOURS BOARD POLICE ASSOCIATION
Certification applications:
National Harbours Board, Halifax: 601; granted, 692.
National Harbours Board, Saint John: granted, 47.

NATIONAL HARBOURS BOARD POLICE BROTHERHOOD
Disputes:
National Harbours Board (Montreal): C.O. appointed, 899; C.B. appointed, 1115.
National Harbours Board (Saint John): C.O. appointed, 505; settlement, 603.

NATIONAL INDUSTRIAL CONFERENCE BOARD
Survey, Canadian office, non-bargaining management-labour sessions, 399.

NATIONAL LABOR RELATIONS BOARD (U.S.A.)
Awards photocomposition work to typographical union, 361.

NATIONAL PRODUCTIVITY COUNCIL
Current program and projected activities, continued, 457.

Effects of automation and technological change, report to Council by J. P. Francis, Director, Economics and Research Branch, federal Department of Labour, 362.
Labour-management-university seminar at Saskatoon, 3rd, 193.
Report, 2nd annual, 962.
Seminar sponsored by Council at University of Montreal and Quebec Economic Advisory Council, 457.

National Syndicate of Employees of the Trucking Industry, Saguenay-Lake St. John, Inc.
Certification application:
Roberval Express Limited: 389; granted, 502.
Intervener, certification application:
Roberval Express Limited: rejected, 502.

National Syndicate of Employees of the Voice of the East
Certification application:
The Voice of the East, Limited (Radio Station CHEF): 601; granted, 692.
Dispute:
The Voice of the East, Limited (Radio Station CHEF): C.O. appointed, 899; settlement, 1115.

National Technical and Vocational Training Advisory Council
Anniversary, 20th, 361.
Meeting, 4th, 9; 5th, 557; 6th, 1075.
Re, 190.

National Union of Public Employees
Merger, 111.
Ontario convention approves merger with NUPSE, 458.

National Union of Public Service Employees
Merger, 111.
Ontario NUPE convention approves merger with NUPSE, 458.

New Year's Messages
Labour leaders, 1073, 1074.
MacEachen, Hon. Allan J., Minister of Labour, 1072.

Niagara Television Limited
Certification application (Broadcast Employees): 601.
Dispute (Broadcast Employees): C.O. appointed, 227; settlement, 227.

918 Construction Company Limited
Dispute (Carpenters): C.O. appointed, 602; settlement, 603.

Norris, Hon. T. G., *Industrial Inquiry Commission on the Disruption of Shipping*
Report, 775.

North-American Elevators Limited
Certification application (Longshoremen, National and Catholic Syndicate): 504; granted, 692.

Northern Cleaning Agencies Inc.
Dispute (Building Service Employees): C.O. appointed, 396; settlement, 396.

Northern Wings Limited
Dispute (Machinists): C.O. appointed, 49; settlement, 144.

Northland Navigation Company Limited
Dispute (Seafarers): C.O. appointed, 309.

Northland Terminals Company Limited
Certification application (Longshoremen and Warehousemen, Canadian Area): rejected, 47.

Nuclear Weapons
Quebec Federation of Labour, resolutions, 32.

O

Obituaries
Blackadar, E. Gordon, former Director, Annities Branch, federal Department of Labour, 548.
Eighteen, Stan, Canadian Brotherhood of Railway, Transport and General Workers, 458.
Hereford, Harry, MBE, former senior official, federal Department of Labour, 109.
Lessard, Daniel, CNTU vice-president and leader of 1949 Asbestos strike, 656.
Riddell, Dr. Walter A., first Deputy Minister of Labour for Ontario and participant in first International Labour Conference, 656.
Roberts, Sir Alfred, CBE, former ILO, TUC official, 1070.
Sefton, William Henry, staff member, United Steelworkers, 961.
Shea, H. A. "Pat", Canadian labour official, 1070.

Office Buildings *See* Factories

Office Employees' International Union
Certification applications:
Atomic Energy of Canada Limited: 309; granted, 502.
Bell Telephone Company of Canada: 898; granted, 1109; reasons for judgment, 1113.
Disputes:
Atomic Energy of Canada Limited: C.O. appointed, 800; settlement, 1016.
Consolidated Freightways: C.O. appointed, 310; settlement, 695.

Oland Victor, *President, Canadian Chamber of Commerce*
Predicts active economy (1963), 4.

Old Age Assistance
Statistics. CANADA: 195, 459, 774, 963.

Old Age Pensions *See* Pensions

Older Workers
American Geriatrics Society, meeting, 598.
"Don't Judge a Man's Worth by His Date of Birth", brochure, federal Department of Labour, 377.
Michigan, University of, Conference on Aging, 673.
Older worker employment and training incentive program. CANADA: 791; regulations, 1102.
OECD seminar on age and employment. SWEDEN: 493.

Performance of older workers, industrial retraining programs. UNITED STATES: 893.
Preparation for Retirement—Chief, Division of Older Workers, federal Department of Labour, 36.
Services for Older Workers—action by federal Department of Labour and NES to discourage discrimination in hiring, promotion and retention of Canada's older workers, 289.
Study of the problems of aging—Commission on Moral Issues and Social Problems of the Board of Evangelism and Social Service of the Baptist Convention of Ontario and Quebec, 1004.
Survey of Unemployed Older Workers. UNITED STATES: 222.
U.S. National Council on the Aging, meeting, 138.

Ontario Federation of Labour
Convention, 1093.
Education conference, 278.

Ontario Human Rights Code
Illuminated scroll, distribution of, 985.

Operating Engineers
Man. Operating Engineers and Firemen Act: amendments, 1087.

Operating Engineers, International Union of
Dispute:
Vancouver Hotel Company Limited: C.O. appointed, 602; settlement, 899.

Organization for Economic Co-operation and Development
Investigations into professional manpower requirements—report to Federal-Provincial Deputy Ministers' Conference on Manpower Development and Training, 964.
Manpower and Social Affairs Committee, manpower policy, 1012.
Review team examines scientific, technical manpower. CANADA: 865.

Overland Express Limited
Dispute (Teamsters): C.B. report, 50; settlement, 49.

P

Pacific Elevators Limited
Dispute (Brewery Workers): C.O. appointed, 49; settlement, 227.

Pacific Inland Express Limited
Certification application (Teamsters): granted, 47.

Pacific Tanker Company Limited
Certification application (Railway, Transport and General Workers): 1016; withdrawn, 1110.
Certification application (Seafarers): 504.

Pacific Western Airlines Flight Attendants' Association
Certification application:
Pacific Western Airlines Limited: 1015; rejected, 1109.

Pacific Western Airlines Limited
Certification application (Flight Attendants): 1015; rejected, 1109.
Certification application (Flight Attendants, intervener): rejected, 1109.
Dispute (Air Line pilots): settlement, 145.
Dispute (Airlines Traffic Employees): C.B. report, 227; strike action after C.B. procedure, 311; settlement, 899.
Dispute (Flight Attendants): C.B. report, 229; strike action after C.B. procedure, 311; settlement, 899.

Packinghouse Food and Allied Workers, United
Disputes:
Robin Hood Flour Mills Limited (Humberstone, Ont.): C.O. appointed, 899.
Robin Hood Flour Mills, Limited (laboratory department employees) (Humberstone, Ont.): C.O. appointed, 310.
Robin Hood Flour Mills Limited (Moose Jaw, Sask.): C.O. appointed, 396; settlement, 603.
Robin Hood Flour Mills (Saskatoon): C.O. appointed, 310; C.B. appointed, 396; settlement, 603.

Pan American World Airways
Agreement with Brotherhood of Railway and Steamship Clerks provides final and binding arbitration in any dispute if U.S. Railway Labor Act fails, 657.

Part-time Employment *See* Employment

Pensions
B.C. Supreme Court determines union members' rights in funds of non-contributory pension plan, 911 .
CNTU, views, 17.
Milling, Gordon, USWA, appointed to Pension Commission of Ontario, 657.
Ont. Pension Benefits Act: provisions, 1096.
"The Portable Pension Experiment", address, Laurence E. Coward, Vice-president and Director, William M. Mercer Limited, to Conference, Personnel Association of Toronto Inc., 368.

Personnel Association of Toronto Inc.
Conference, 21st, 363.

Pickands Mather and Company
Certification application (Steelworkers, Local 6254): 799; withdrawn, 898.
Certification application (Steelworkers, Local 6285): 799; withdrawn, 898.

Picketing
B.C. Court of Appeal enjoins picketing that interfered with employer's right-of-way in shopping centre, 706.
B.C. Supreme Court enjoins peaceful picketing away from the sole place of business of an employer, 817.
N.S. Supreme Court (Appeal Side) confirms granting of injunction and damages for engaging in an unlawful strike and picketing, 506.

Ont. Court of Appeal enjoins picketing of retailer, stating that secondary picketing is illegal "per se", 815.
Ont. High Court enjoins peaceful picketing because union had not exhausted prescribed conciliation proceedings, 402.
Ont. High Court dissolves interim injunction against secondary picketing; says union exercising common-law right, 401.
Supreme Court of the United States rules State courts have jurisdiction in cases arising from picketing of foreign-flag shipping, 318.

PIPE MECHANICS *See* PLUMBING INDUSTRY

PIPE-LINES
B.C. Pipe-lines Act: amendment, 714.

PITTSTON STEVEDORING CORPORATION OF CANADA LIMITED
Dispute (Longshoremen, Local 1654): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 397; C.B. report, settlement, 808.
Dispute (Longshoremen, Local 1842): C.O. appointed, 309; C.B. appointed, 311; C.B. fully constituted, 396; C.B. report, settlement, 805.
Dispute (Longshoremen, Local 1869): C.O. appointed, 1115.

PLANNING
Role of indicative programming in economic successes of some western countries—Dr. R. V. Yohe at Windsor Chamber of Commerce, 125.

PLANT WORKERS *See* COLLECTIVE LABOUR AGREEMENTS

PLUMBING INDUSTRY
Bruce, John W., OBE, retirement as general organizer in Canada for United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, 196.
Que. Pipe Mechanics Act: revised regulations, 1126.

POLITICAL ACTION
Quebec Federation of Labour, resolution, 32.

POLLOCK, CARL A., *President, Canadian Manufacturers' Association*
Address, National Conference of Producers and Consumers, 283.

PORTABLE PENSIONS *See* PENSIONS

PORTER SHIPPING LIMITED
Certification application (Seafarers): rejected, 47.

PRESSURE VESSELS *See* BOILERS

PRICES
Prices and the Cost of Living. CANADA: (monthly feature)
Statistics: "F-Prices" (monthly feature)
World Labour Situation, 1962, ILO Survey, 117, 118.

PRINTING AND ALLIED TRADES
Tripartite Technical Meeting, ILO, 45.

PRODUCTIVITY *See also* NATIONAL PRODUCTIVITY COUNCIL
Ratio, hourly production workers and technicians to engineers and scientists, aircraft plant, drop. UNITED STATES: 548.
Substantial increase, 1962. CANADA: 114.

PROFESSIONAL MANPOWER *See also* PUBLICATIONS
Advisory Committee on Professional Manpower, 190; meeting, 8th, 281.
OECD examiners review scientific, technical manpower. CANADA: 865.
Ratio, hourly production workers and technicians to engineers and scientists, aircraft plant, drop. UNITED STATES: 548.
Survey of Employment and Requirements for Engineering and Scientific Manpower in Canada (1962): federal Department of Labour, 2.

PROFESSIONAL TRANSPORT DRIVERS
Certification application:
Trimble and Sons Limited, H.M.: 1015; rejected, 1109.

PROFESSIONAL WOMEN *See* WOMEN IN INDUSTRY

PROFITS
Average sales profits, Canadian manufacturing, 1962, 482.

PROVOST, ROGER, *President, Quebec Federation of Labour*
Convention address, 31.

PUBLIC HEALTH *See* HEALTH

PUBLIC SERVICE
Alta. Public Service Vehicles Act: regulations, 1023.
Quebec Federation of Labour, resolution, 32.

PUBLIC WELFARE
Canadian welfare programs, session, CCC, 989.

PUBLIC WORKS
Ont. Public Works Creditors Payment Act, 1962-63, provisions, 1081.

PUBLICATIONS
Departmental Publications—
A Second Survey of Electronic Data Processing in Canada, 1962, 867.
Annual Earnings in the Scientific and Technical Professions, 1962, 548.
Careers for Women in Mathematics, 378.
Directory of Canadians Studying in the United States, 1962-1963, 109.
Directory of Canadians Studying in the United States, 1963-1964, 1031.
Don't Judge a Man's Worth by His Date of Birth, 377.
Protection Under Law Against Employment Discrimination, 986.
Provincial Labour Standards, 456.
Technicians in Science and Engineering, 192.
Transition from School to Work, 112.
Vacations With Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries, Report No. 4, 553.
Vocational and Technical Training for Girls, 108.

Workmen's Compensation in Canada, 1962 edition, 456.

Publications Recently Received in Department of Labour Library. CANADA: (monthly feature)

Q

Quebec Economic Advisory Council
Labour-Management seminar sponsored by National Productivity Council, 457.

Quebec Federation of Labour
Convention, 31.

R

Radio and Television Employees of Canada
Dispute:
Canadian Broadcasting Corporation: C.O. appointed, 1016.
Intervener, certification application:
Canadian Broadcasting Corporation: representation vote, 1014; granted, 1109.

Radio Lac St-Jean Limitee (CFGT)
Dispute (Le Syndicat des Employes de CFGT): C.O. appointed, 602; settlement, 899.

Radio, Roberval Inc.
Certification application (Syndicate of Employees of Station (CHRL): application for revocation, 601; granted, 798.

Radio Station CHRC Limitee
Dispute (Broadcast Employees): C.O. appointed, 1016.

Radiological Technicians
Alta. Radiological Technicians Act: provisions, 1089.
Ont. Radiological Technicians Act: provisions, 1086.

Raiding
Inter-union raiding ban, resolution rejected, Steelworkers-Mine, Mill and Smelter Workers, 549.

Railroad Telegraphers, Order of
Certification applications:
Canadian National Railways (unit of various system employees in Canada except Newfoundland): 601.
Canadian National Railways (Telecommunications Department): 601.
Canadian National Railways (various employees in Newfoundland): 601.
Canadian Pacific Railway Company (unit of various system employees in Canada): 601.
Intervener, certification application:
Canadian National Railways (clerical and manual classifications): granted, 142; request for review of decision, 390; denied, 503.

Railroad Trainmen, Brotherhood of
Dispute:
Algoma Central and Hudson Bay Railway Company: C.B. appointed, 145; C.B. fully constituted, 145; C.B. report, 604; settlement, 603.

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of
Agreement with Pan American World Airways provides final and binding arbitration in any dispute if U.S. Railway Labor Act fails, 657.
Certification applications:
Canadian National Railways (Newfoundland): 693.
Canadian Pacific Railway Company: 694.
Disputes:
Canadian Pacific Railway Company (Merchandise Services Department, Prairie Region): C.O. appointed, 899; settlement, 1016.
Maple Leaf Mills Limited: C.O. appointed, 694; settlement, 800.
National Harbours Board (Port of Quebec): C.O. appointed, 694; settlement, 1115.
Hall, Frank H., Canadian Executive Assistant to Grand President, appointment, 551.

Railway Brotherhoods, International
National Legislative Committee—
Brief, federal Cabinet, 19.
Huneault, J. A., Chairman—Labour Day message, 660; New Year message, 1074.
Hutchinson, A. A., Chairman, retirement, 20.

Railway, Transport and General Workers, Canadian Brotherhood of
Applications for revocation of certification:
Armstrong, Eric (*et al*): granted, 142; 143.
Franklyne, Gerald (*et al*): granted, 142; 143.
Tippet-Richardson (Ottawa) Limited: granted, 142; 143.
Canada Labour Relations Board certifies bargaining agent for 19,900 CNR clerks, 144.
Certification applications:
B.C. Air Lines Limited: 693; granted, 798.
Canadian National Railways (clerical and manual classifications): granted, 142; request for review of decision, 390; denied, 503.
Canadian Pacific Railway Company (Bay of Fundy Service): request for review of decision: 504; granted, 692.
Pacific Tanker Company Limited: 1016; withdrawn, 1110.
Vancouver Tug Boat Company Limited: 1110.
Disputes:
British Yukon Navigation Company Limited: C.O. appointed, 602; settlement, 694.
Canadian National Hotels, Limited—Bessborough Hotel, Saskatoon: C.O. appointed, 49; settlement, 310.
Canadian National Hotels, Limited—Chateau Laurier Hotel, Ottawa: C.B. appointed, 49; C.B. fully constituted, 145; settlement, 311.

Canadian National Hotels, Limited—Charlottetown Hotel, Charlottetown: C.O. appointed, 49; C.B. appointed, 505; C.B. fully constituted, 603; settlement, 800.
Eastern Transport Limited: C.O. appointed, 310; settlement, 800.
Vancouver Barge Transportation Limited: settlement, 145.
Vancouver Hotel Company, Limited (Hotel Vancouver): settlement, 311.
Viking Tugboat Company Limited: settlement, 145.
Eighteen, Stan, Secretary, Joint Protective Board, death of, 458.
Intervener, certification application:
Empire Freightways Limited: rejected, 389; denied, 504; request for review of decision, 504.
Leaves non-op railway unions' Joint Negotiating Committee, 961.

RAILWAYS *See also* CANADIAN RAILWAY BOARD OF ADJUSTMENT NO. 1; RAILWAY BROTHERHOODS, INTERNATIONAL
Compulsory arbitration, U.S. rail dispute, 773.
Labour on U.S. and Canadian railroads—Session 11, Industrial Relations Conference, McGill University, 465.
Pan American World Airways—Brotherhood of Railway and Steamship Clerks' agreement provides final and binding arbitration in any dispute if U.S. Railway Labor Act fails, 657.
Railway Act, Railway Brotherhoods views, 19.
Railway Brotherhoods, brief to federal Cabinet, 19.

REHABILITATION
Awards to employers (Saskatchewan) and to handicapped man and woman of year (Newfoundland), 137.
Canadian Conference on Sheltered Employment, 376.
Elimination of architectural barriers, supplement to Canadian National Building Code urged, 894.
Employment of disabled persons, St. Vincent Hospital, Ottawa, 288.
Hard of Hearing and Speech Assessment Clinic, opened in Halifax, N.S., 288.
Inter-American Conference on Rehabilitation, 5th, 35.
National Advisory Council on the Rehabilitation of Disabled Persons, 190; meeting, 2nd, 478.
Office of Vocational Rehabilitation Administration. UNITED STATES: 221.
Ontario Association for Retarded Children—conference, 10th, 492.
Ontario County Rehabilitation Council conference, 221.
Pan-Pacific Seminar on Vocational Rehabilitation of the Disabled, 35
Rehabilitation Institute of Montreal, 288.
Vocational Rehabilitation (1962-63). CANADA: 672.
World Commission on Vocational Rehabilitation, first International Seminar, 1003.
World Congress of the International Society for Rehabilitation of the Disabled, Copenhagen, Denmark—Danish program studied, 790.
World Congress on Rehabilitation, ninth, 597.

REMPEL-TRAIL TRANSPORTATION EMPLOYEES ASSOCIATION
Intervener, certification application
Rempel-Trail Transportation Limited: withdrawn, 898; rejected, 1014

REMPEL-TRAIL TRANSPORTATION LIMITED
Certification application (Rempel-Trail Transportation Employees Association, intervener): withdrawn, 898; rejected, 1014.
Certification application (Teamsters, Local 31): 694; 897; withdrawn, 898; rejected, 1014; 1015.
Certification application (Teamsters, Local 181): 694; 897; withdrawn, 898; rejected, 1014; 1015.

REPRESENTATION VOTES *See* LEGAL DECISIONS
RESEARCH
Lack of opportunity in Canada for research workers, deplored—President, Canadian Manufacturers' Association, 283.

RETAIL, WHOLESALE AND DEPARTMENT STORE UNION
Certification application:
Associated Enterprises Limited: 309; granted, 389.

RETARDED CHILDREN *See* REHABILITATION
RETIREMENT *See* OLDER WORKERS
RHODES, HENRY, *Assistant Director of Organization, Canadian Labour Congress*
Educational Conference, Ontario Federation of Labour, remarks, 278.

RIGHT TO STRIKE *See* STRIKES AND LOCKOUTS
ROBERTSON, P. G. (*et al*)
Application for revocation of certification (Machinists): 48; representation vote, 142; granted, 225.

ROBERVAL EXPRESS LIMITED
Certification application (intervener, National Syndicate of the Employees of the Trucking Industry, Saguenay-Lake St. John, Inc.): rejected, 502.
Certification application (intervener, Teamsters): 502.
Certification application (National Syndicate of the Employees of the Trucking Industry, Saguenay-Lake St. John, Inc.): 389; granted, 502; rejected, 502.
Certification application (Teamsters): 309; granted, 502; rejected, 502.

ROBIN HOOD FLOUR MILLS LIMITED
Dispute (Packinghouse Workers) (Humberstone, Ont.): C.O. appointed, 899.
Dispute (Packinghouse Workers) (laboratory department employees, Humberstone, Ont.): C.O. appointed, 310.
Dispute (Packinghouse Workers) (Moose Jaw, Sask.): C.O. appointed, 396; settlement, 603.
Dispute (Packinghouse Workers) (Saskatoon, Sask.): C.O. appointed, 310; C.B. appointed, 396; settlement, 603.

Rod Service (Ottawa) Limited
Certification application (Teamsters) (mail truck drivers): 48; granted, 142.
Certification application (Teamsters) (mechanics, garage employees): 1016; granted, 1109.
Dispute (Teamsters): C.O. appointed, 396; settlement, 505.

Royal Commission on Biculturalism
Marchand, Jean, President, CNTU, appointed to membership, 657.

S

Sabbaticals *See* Vacations

Sabo Machine and Tool Works, Inc.
UAW agreement, annual salary for plant workers (production and maintenance). UNITED STATES: 7.

Safety, Industrial *See also* Accidents, Industrial
Accident Prevention and Compensation Branch, federal Department of Labour, annual report, 1066.
Accident prevention, Canadian Government agencies recognize need for, 276.
Address, IAPA conference, J. H. Currie, Director, Accident Prevention and Compensation Branch, federal Department of Labour, 485.
Farm safety regulations. BRITAIN: 65.
ILO Convention Concerning Guarding of Machinery, text, 685.
ILO Recommendation Concerning Guarding of Machinery, 687.
Legislation enacted in 1963. CANADA: 1083.
Man. Elevator Act: provisions, 1087.
Ont. Boilers and Pressure Vessels Act: revised regulations, 1084.
Ont. Construction Safety Act: amendments, 1085.
Ont. Factory, Shop and Office Building Act: amendments, 1086.
Ont. Loggers' Safety Act: amendments, 1083.
Work injuries in federal public service: report of Accident Prevention and Compensation Branch, federal Department of Labour, 654.

St. Lawrence Rendering Company Limited
Certification application (Teamsters): 504; rejected, 692.

Salaries *See* Wages and Salaries

Sales Profits *See* Profits

Saskatchewan Wheat Pool
Dispute (Brewery Workers): C.O. appointed, 49; settlement, 227.

School Attendance
Alta. School Act: amendment, 1083.
Man. School Attendance Act: amendments, 1082.

School Drop-outs *See* Education

Schools
Transition from School to Work, federal Department of Labour, 112.
Federal aid to school construction projects under Technical and Vocational Training Assistance Act modified, 192.

Science *See* Publications

Scientific Employees *See* Professional Manpower

Seafarers International Union
Certification applications:
Irving Oil Company (unlicenced personnel): 48; withdrawn, 309.
Irving Oil Company (marine engineers): 48; withdrawn, 309.
Kent Line Limited (Irving Oil Company): withdrawn, 49.
Pacific Tanker Company Limited: 504.
Porter Shipping Limited, rejected, 47.
Disputes:
Alaska Cruise Lines, Limited: C.O. appointed, 144; settlement, 396.
Canadian National Steamship Company Limited: C.O. appointed, 800; settlement, 899.
Canadian Pacific Railway Company (S.S. *Princess Helene*): settlement, 49.
Northland Navigation Company Limited: C.O. appointed, 309.
Vacation pay paid direct to seamen, not to SIU, 960.

Seamen
Vacation pay paid direct to seamen, not to SIU. CANADA: 960.

Seaway Forwarding Agencies Limited
Dispute (Longshoremen): C.O. appointed, 396; settlement, 1016.

Seniority
Discussion, U.S. National Council on the Aging, 138.

Sheltered Employment
Canadian Conference on Sheltered Employment, 376.

Shipping
Report, Hon. T. G. Norris, Industrial Inquiry Commission on the Disruption of Shipping, 775.

Shipping Federation of British Columbia
"Automation Protection Plan", agreement, Federation and International Longshoremen's and Warehousemen's Union, 772.
Dispute (Longshoremen and Warehousemen) (Canadian Coast Negotiating Committee): C.B. fully constituted, 311; C.B. report, 697; settlement, 899.

Shipping Federation of Canada, Inc.
Certification application (Longshoremen): 601.
Dispute (Longshoremen): C.O. appointed, 899.
Dispute (Longshoremen): C.O. appointed, 310; C.B. appointed, 800; C.B. fully constituted, 1017; C.B. report, 1017; settlement after strike action, 1115.

Shoe Workers of America, United
Affiliation with CLC, 961.

Shops *See* Factories

Silicosis
Man. Workmen's Compensation Act: amendment, 782.
Que. Workmen's Compensation Act: amendment, 782.

Skilled Manpower *See* Training

Smith Transport Limited
Dispute (Teamsters): C.B. report, 50; settlement, 49.

Social Security
CLC views, 15.
ILO Committee of Experts on Social Security, meeting, 140.
McGregor, James, Director of Unemployment Insurance, UIC, appointment as vice-chairman, International Social Security Association, 960.

Stanrock Uranium Mines Limited
Dispute (Steelworkers): C.O. appointed, 310; C.B. appointed, 800; settlement, 1017.

Starr, Hon. Michael, *Federal Minister of Labour*
Comments, statements, etc.—
CLC brief, reply, 16.
CNTU brief, reply, 18.
National Advisory Committee on Technological Education, 209.
Railway Brotherhoods brief, reply, 21.

Stationary Engineers
N.B. Stationary Engineers Act: amendment, 1088.

Steelworkers of America, United
Certification applications:
Arnaud Railway, Pointe Noire, Que. (Pickands Mather and Company): 799; withdrawn, 898.
Pickands Mather and Company (Arnaud Railway, Pointe Noire, Que.): 799; withdrawn, 898.
Pickands Mather and Company (Wabush Lake Railway Company Limited): 799; withdrawn, 898.
Wabush Lake Railway Company Limited (Pickands Mather and Company): 799; withdrawn, 898.
Disputes:
Denison Mines Limited (District 6): C.O. appointed, 899; C.B. appointed, 1115; C.B. fully constituted, 1115.
Denison Mines Limited (Local 5980): C.O. appointed, 1115.
Stanrock Uranium Mines Limited: C.O. appointed, 310; C.B. appointed, 800; settlement, 1017.
Inter-union raiding ban, resolution rejected, Steelworkers—Mine, Mill and Smelter Workers, 549.
Kaiser Steel Corporation—Steelworkers agreement—sharing of savings in production costs, job security provisions, incentive pay. UNITED STATES: 6.
Milling, Gordon, Canadian Research Department, appointed to Pension Commission of Ontario, 657.
National policy conference, 549.
"Sabbaticals" but no wage increase, new labour contracts, Steelworkers and 11 steel companies. UNITED STATES: 549.
Sefton, William Henry, staff member, death of, 961.
Waisglass, Harry, Canadian Director, assignment to Labour Research Unit, ILO, Singapore, 1089.

Street, Electric Railway and Motor Coach Employees of America, Amalgamated Association of
Disputes:
Hull City Transport Limited: C.O. appointed, 49; C.B. appointed, 49; C.B. fully constituted, 227; C.B. report, 900; settlement, 899.
Hull Metropolitan Transport Limited: C.O. appointed, 49; C.B. appointed, 49; C.B. fully constituted, 227; C.B. report, 900; settlement, 899.
Stanrock Uranium Mines Limited: C.O. appointed, 310.
Income continuance plan—B.C. Hydro and Power Authority and Street Railwaymen, 311.

Strikes and Lockouts *See also* Industrial Relations
B.C. Supreme Court enjoins strike because some of unions jointly certified failed to comply with provisions of Act, 400.
CLC views on right to strike, 14.
N.S. Supreme Court (Appeal Side) confirms granting of injunction and damages for engaging in an unlawful strike and picketing, 506.
Statistics: "G-Strikes and Lockouts" (monthly feature)
Strike-breaking legislation to prohibit or regulate. UNITED STATES: 311.

Students
Directory of Canadians Studying in the United States, 1963-64, federal Department of Labour, 1031.

Syndicate of Employees of Station CHRL
Application for revocation of certification:
Radio Roberval Inc.: 601; granted, 798

T

Taggart Employees' Association
Certification applications:
Inaerco Limited, 48; rejected, 142.
Taggart Service Limited, 48; rejected, 142.

Taggart Service Limited
Certification application (Taggart Employees' Association): 48; rejected, 142.

Taxation
CCC, views, 111.
Railway Brotherhoods, recommendations, 20.

TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, INTERNATIONAL BROTHERHOOD OF
Certification applications:
Aero Caterers Limited: 693; representation vote, 798; granted, 897.
Asbestos-Eastern Transport Inc.: 799; representation vote, 897; granted, 1014.
Bray, John L.: 1016; representation vote, 1109.
Dominion Auto Carriers, Limited: 504; granted, 692.
Dominion Auto Transit Company Limited: 390; granted, 692.
Empire Freightways Limited: 226; rejected, 389; request for review of decision, 504; denied, 503.
Flanders Van Service Limited: 389; withdrawn, 694.
Hubert Transport Inc.: 898; representation vote, 1109.
Motorways (Ontario) Limited: 143; granted, 225.
Pacific Inland Express Limited: granted, 47.
Rempel-Trail Transportation Limited: (Local 31): 694; 897; withdrawn, 898; rejected, 1014; 1015.
Rempel-Trail Transportation Limited: (Local 181): 694; 897; withdrawn, 898; rejected, 1014; 1015.
Roberval Express Limited: 309; rejected, 502.
Rod Service (Ottawa) Limited (mail truck drivers): 48; granted, 142.
Rod Service (Ottawa) Limited (mechanics, garage employees): 1016; granted, 1109.
St. Lawrence Rendering Company Limited: 504; rejected, 692.
Tiger Transfer Limited: application for revocation, 1110.
Vancouver Alberta Freightlines Limited: 1015; representation vote, 1014; rejected, 1109.
Wilkins Transport Limited: 309; granted, 389.
Windsor Truck and Storage Company Limited: representation vote, 225; 226; rejected, 389.
Disputes:
Brocklesby, John N. Transport Limited: settlement, 227.
Canadian Pacific Air Lines, Limited: C.O. appointed, 505; settlement, 603.
Canadian Transit Company: C.O. appointed, 49; C.B. appointed, 311; C.B. fully constituted, 505; C.B. report, 801; settlement, 800.
De Luxe Transportation Limited: settlement, 396.
Dominion Auto Carriers Limited: C.O. appointed, 694.
Gill Interprovincial Lines Limited: settlement, 396.
Hanson Transport Company Limited: C.B. report, 50; settlement, 49.
Hill The Mover (Canada) Limited: employees at Ottawa and Toronto Terminals: settlement, 49.
Inter-City Truck Lines Limited: C.B. report, 50; settlement, 49.
Walter Little Limited: C.B. report, 50; settlement, 49.
Motor Transport Industrial Relations Bureau: C.B. report, 50; settlement, 49.
Motorways Limited: C.B. report, 50; settlement, 49.
Overland Express Limited: C.B. report, 50; settlement, 49.
Rod Service (Ottawa) Limited: C.O. appointed, 396; settlement, 505.
Smith Transport Limited: C.B. report, 50; settlement, 49.
Intervener, certification application:
Roberval Express Limited: granted, 502.

TEAMWORK IN INDUSTRY (MONTHLY FEATURE)

TECHNICAL AND VOCATIONAL TRAINING *See* TRAINING

TECHNICAL EMPLOYEES *See* PROFESSIONAL MANPOWER

TECHNICAL TRAINING *See* TRAINING

TECHNICIANS *See also* PROFESSIONAL MANPOWER
Shortage. CANADA: 548.

TECHNOLOGICAL CHANGE *See* AUTOMATION

TECHNOLOGICAL EDUCATION
National Advisory Committee on Technological Education: 190; meeting, 2nd, 208; meeting, 3d, 1077.

TECHNOLOGY
Institute of Technology Administrators, first national conference. CANADA: 967.
Institutes of Technology, Full-time Day Enrolment as of October 1963, report, DBS, 1079.
Seven graduates, Canadian institutes of technology, study in German industry, 456.

TERMINATION OF EMPLOYMENT
ILO Recommendation Concerning Termination of Employment at Initiative of Employer, 689.

TEXTILE INDUSTRY
ILO Textiles Committee, Session, 7th, 499.

THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS OF THE UNITED STATES AND CANADA, INTERNATIONAL ALLIANCE OF
Certification application:
Baton Broadcasting Limited: request for review, 694; granted, 798.
Intervener, certification application:
V.T.R. Productions Limited: granted, 798.

THREE RIVERS SHIPPING COMPANY LIMITED
Certification application (Longshoremen): 693; granted, 798.

TIGER TRANSFER LIMITED
Certification application (Teamsters): application for revocation, 1110.

TIPPET-RICHARDSON (OTTAWA) LIMITED
Application for revocation of certification (Railway, Transport and General Workers): granted, 142; 143.

TORONTO HARBOUR COMMISSIONERS
Dispute (Longshoremen, Local 1842): C.O. appointed, 309.
Dispute (Longshoremen, Local 1869): C.O. appointed, 1115.

TRADE
CCC, views, 22.
International trade, session, CCC, 991.

TRADE AND COMMERCE, DEPARTMENT OF
Hees, Hon. George, Minister, year-end economic review (1962), 4.

TRADE TRAINING *See* TRAINING

TRADE UNIONS *See* LABOUR UNIONS

TRADES UNION CONGRESS (GREAT BRITAIN)
Meeting, 95th, 993.
Roberts, Sir Alfred, CBE, former chairman, death of, 1070.

TRADESMEN'S QUALIFICATION *See* APPRENTICESHIP

TRAINING *See also* APPRENTICESHIP
Automation and technological change, Railway Brotherhoods, views, 20.
CCC, recommendations, 22.
Federal aid to school construction projects under Technical and Vocational Training Assistance Act modified, 192.
Federal-provincial Deputy Ministers' Conference on Manpower Development and Training, 964.
Industrial establishments, training programs. CANADA: 966.
International Centre for Advanced Training in Turin, established by ILO, 307.
Manpower Consultative Service, establishment, federal Department of Labour, 999.
Manpower Development and Training Act. UNITED STATES: 280.
More federal aid for vocational schools urged, Standing Committee of Ministers of Education, Canadian Education Association, 969.
National and Vocational Training Advisory Council, meeting, 557.
National Apprenticeship Training Advisory Committee, 190; 20th anniversary, 361.
National Technical and Vocational Training Advisory Council, 190; meeting, 9; 20th anniversary, 361.
Older worker employment and training incentive program. CANADA: 791; regulations, 1102.
Ontario General Contractors Association, recommendations, 1079.
Skill development classes to upgrade employed persons, "Leaside program". ONTARIO: 108.
Skilled Manpower Training Research Program, federal Department of Labour, 274.
Technical and Vocational Training branch, coordinates movement seven graduates, Canadian institutes of technology for study in German industry, 456.
Technicians, shortage of. CANADA: 548.
Training high school drop-outs. UNITED STATES: 5.
Training in industry plan. BRITAIN: 238.
Training unemployed, National Technical and Vocational Training Advisory Council, report, 1077.
Transition from School to Work, federal Department of Labour, 112.
Vocational and Technical Training for Girls, federal Department of Labour, 108.

TRANS-CANADA AIR LINES
Application for revocation of certification (Machinists): 48; representation vote, 142; granted, 225.
Dispute (Machinists): C.O. appointed, 800; C.B. appointed, 899; C.B. fully constituted, 1016.

TRANSAIR LIMITED
Certification application (Flight Attendants): granted, 47.
Certification application (Machinists): request for review withdrawn, 226.
Dispute (Air Line Pilots): C.O. appointed, 227; settlement, 310.
Dispute (Flight Attendants): C.O. appointed, 1016.
Dispute (Machinists): C.O. appointed, 396; settlement, 695.

TRANSFER PAYMENTS
CNTU, views, 17.

TRANSPORTATION
Railway Brotherhoods, views, national transportation policy, 20.

TRIMBLE AND SONS LIMITED, H.M.
Certification application (Transport Drivers): 1015; rejected, 1109.

TWIN CITY BROADCASTING COMPANY LIMITED
Certification application (Broadcast Employees): application for revocation, 390; granted, 502.

U

UNEMPLOYMENT *See also* TRAINING
Automation and unemployment, U.S. President's Council of Economic Advisers, 1070.
Manpower Consultative Service, establishment, federal Department of Labour, 999.
Statistics: "A-Labour Force" (monthly feature).
Substantial decline, 1962. CANADA: 115.
Training of unemployed—Federal-provincial Deputy Ministers' Conference on Manpower Development and Training, 965.
Winter unemployment, aid to 45 areas. CANADA: 958.
World Labour Situation, 1962, ILO Survey, 117, 118.

UNEMPLOYMENT INSURANCE
Statistics: "E-Unemployment Insurance" (monthly feature).
Unemployment Insurance Fund (monthly feature).

UNEMPLOYMENT INSURANCE ACT
Appeals to Umpire in 1962, 192.
Decisions of Umpire—
CUB 2072, 69
CUB 2076, 70
CUB 2078, 157
CUB 2085, 158
CUB 2093, 241

CUB 2103, 324
CUB 2105, 242
CUB 2111, 325
CUB 2112, 407
CUB 2125, 409
CUB 2136, 512
CUB 2138, 513
CUB 2165, 729
CUB 2168, 731
CUB 2171, 825
CUB 2184, 827
CUB 2219, 919
CUB 2224, 920
CUB 2227, 1028
CUB 2232, 1030
CUB 2248, 1128
CUB 2249, 1129
Operation of (monthly report)
Report of (Gill) Committee of Inquiry into Unemployment Insurance Act, 119; correction, 279.

UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE
Annual report (1963), 878.
Re, 190.

UNEMPLOYMENT INSURANCE COMMISSION
Desormeaux, M.A., Ernest C., Secretary, retirement, 5.
Form to prove availability of application, withdrawal, 1070.
McGregor, James, Director of Unemployment Insurance, appointment as vice-chairman, International Social Security Association, 960.

UNFAIR LABOUR PRACTICES *See* DISCRIMINATION

UNION DUES
United States Supreme Court limits union action in collecting and using union dues for political purposes, 707.

UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA, INTERNATIONAL UNION OF
Disputes:
Alberta Wheat Pool: C.O. appointed, 49; settlement, 227.
Burrard Terminals Limited: C.O. appointed, 49; settlement, 227.
Pacific Elevators Limited: C.O. appointed, 49; settlement, 227.
Saskatchewan Wheat Pool: C.O. appointed, 49; settlement, 227.
United Grain Growers Limited: C.O. appointed, 49; settlement, 227.

UNITED GRAIN GROWERS LIMITED
Dispute (Brewery Workers): C.O. appointed, 49; settlement, 227.

UNITED NATIONS
Subcommission on Prevention of Discrimination and the Protection of Minorities, 985.

UNITED NATIONS COMMISSION ON HUMAN RIGHTS
Universal Declaration of Human Rights drafted by, 977.

UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN
Session, 17th, 674.

UNIVERSAL DECLARATION OF HUMAN RIGHTS
Fifteenth anniversary, 974.
Human Rights in Canada, 1958-1963, developments since 10th anniversary of Universal Declaration, 978.

UNIVERSITIES *See* EDUCATION; LAVAL UNIVERSITY; MCGILL UNIVERSITY; UNIVERSITY OF MONTREAL; UNIVERSITY OF SASKATCHEWAN; UNIVERSITY RESEARCH GRANTS.

UNIVERSITY OF MONTREAL
Labour-management seminar sponsored by National Productivity Council, 457.

UNIVERSITY OF SASKATCHEWAN
Labour-management-university seminar at Saskatoon (3rd), 193.

UNIVERSITY RESEARCH GRANTS
Labour Department—University Research Grants. CANADA: 1951-1961, 358; 1962, 276.

V

VACATIONS
"Sabbaticals" but no wage increase, new labour contracts, Steelworkers and 11 steel companies. UNITED STATES: 549.
Vacation pay paid direct to seamen, not to SIU. CANADA: 960.
Vacations with Pay, 1951-61: Examination of Vacation Practices in Canadian Industries, Report No. 4, federal Department of Labour, 553.

VANCOUVER ALBERTA FREIGHTLINES LIMITED
Certification application (Teamsters): 1015; representation vote, 1014; rejected, 1109.

VANCOUVER BARGE TRANSPORTATION LIMITED
Dispute (Railway, Transport and General Workers): settlement, 145.

VANCOUVER HOTEL COMPANY LIMITED
Dispute (Electrical Workers): C.O. appointed, 602; settlement, 899.
Dispute (Machinists): C.O. appointed, 602; settlement, 899.
Dispute (Operating Engineers): C.O. appointed, 602; settlement, 899.
Dispute (Railway, Transport and General Workers): settlement, 311.

VANCOUVER WHARVES LIMITED
Dispute (Longshoremen and Warehousemen): C.O. appointed, 309; C.B. appointed, 396; C.B. fully constituted, 397; C.B. report, 695; settlement, 899.

VANCOUVER TUG BOAT COMPANY LIMITED
Certification application (Railway, Transport and General Workers): 1110.

VEHICLES *See* PUBLIC SERVICE

VIKING TUGBOAT COMPANY LIMITED
Dispute (Railway, Transport and General Workers): settlement, 145.

VOCATIONAL EDUCATION
Vocational Education and Federal Policy. UNITED STATES: 487.